

THE CITY OF NORFOLK



To the Honorable Council
City of Norfolk, Virginia

May 10, 2022

From: Gregory A. Patrick
Director of Budget & Management

Subject: Compensation Plan - FY'23

Reviewed:

Catheryn R. Whitesell, Deputy City
Manager

Ward/Superward: Citywide

Approved:

Dr. Larry H. Filer II, City Manager

Item Number: R-2

I. **Recommendation:** Adopt the FY 2023 Compensation ordinance and associated attachments

II. **Applicant:** City of Norfolk

III. **Description:**

This agenda item is to adopt the FY 2023 Compensation Plan. The city's Compensation Plan is annually approved by City Council in accordance with the fiscal year Operating Budget.

IV. **Analysis:**

The following compensation actions are included in the ordinance and supported by the FY 2023 Operating Budget:

Retention and Attraction

- Five percent wage increase for all City of Norfolk Employees – the largest citywide increase in over 20 years.
- Continuation of the sign on and referral bonus programs.
- New Paid Family Leave Plan – six weeks of paid leave to allow for baby bonding time for both parents and for staff who have special care needs for elderly or other family members.
- Two Wellness Days for all qualifying employees.

- New Commercial Driver's License (CDL) stipend for employees that have a CDL in a job that requires it.
- Increase in minimum wage to \$18 per hour, \$37,440 annually, for permanent employees. Temporary employees minimum wage will be increased to \$15 per hour.

Public Safety Pay

City Council has made clear that their top FY 2023 budget priority is Public Safety. This is reflected in the compensations actions for sworn Police, Fire-Rescue, and Sheriff employees. Details are below:

- All sworn (Police, Fire, Sheriff) employees will receive at least a five percent (5%) increase.
- Sworn staff with at least six years of service will receive an additional step increase (steps are 2.5 or 5.0 percent)
- Implement Master Police Officer and Senior Sheriff's Deputy ranks
- Substantial increase in starting pay for Fire-fighters and Sheriff's Deputies from \$43,724 to \$47,073

The Proposed FY 2023 Budget recommended a five percent wage increase for all City of Norfolk Employees – the largest citywide increase in over 20 years. The additional tenure-based step increase will cost \$2.4 million, impact 916 employees, and provide a total salary increase of no less than 7.5 percent for sworn staff with six or more years of service. Most importantly, it will help make sure we keep our most experienced Police Officers, Fire-Fighters, and Sheriff's Deputies on the job in Norfolk.

The compensation plan also includes new Master Police Officer and Senior Sheriff's Deputy ranks and a regrade of Fire-Fighter EMT-A and Sheriff's Deputy positions to align with regional peers. As a result of these structural changes, our Police Department will offer the highest police officer starting pay, the highest minimum salaries across all ranks from Police Officer to Assistant Chief and be among the highest in max pay across the same ranks compared to our regional peers. Most importantly, it will allow all officers the opportunity for a promotion into a Master Police Officer position after six years of service.

Starting pay for Fire-Fighters and Sheriff's Deputies will increase from \$43,724 to \$47,073 – a substantial increase that will address regional pay parity concerns. The addition of a Senior Deputy rank in the Sheriff's Office will have a similar result as the Master Police Officer rank mentioned above.

The structural changes to the pay plan will make us extremely competitive as we look to recruit and retain the best possible public safety employees. When combined with the five percent wage increase and the additional tenure-based step increase, the average public safety employee will see a salary increase of nearly 10 percent. Most importantly, these structural changes will not result in an overall increase to the public safety budget. A revision to our public safety personnel funding to align more closely with our current staffing level will fund these actions.

Citywide Salary Increase

Nonsworn employees will receive a five percent (5%) increase including City Council appointee offices and constitutional officer employees. Pay range minimums and maximums will increase by two percent (2%).

Public Safety Pay

City Council has made clear that their top FY 2023 budget priority is Public Safety. This is reflected in the compensations actions for sworn Police, Fire-Rescue, and Sheriff employees. Details are below:

- All sworn (Police, Fire, Sheriff) employees will receive a five percent (5%) increase.
- Pay range minimums will increase by 2.5 percent (2.5%) and maximums will increase by at least five percent (5%).

The Proposed FY 2023 Budget recommended a five percent wage increase for all City of Norfolk Employees – the largest citywide increase in over 20 years. This additional tenure-based step increase will cost \$2.4 million, impact 916 employees, and provide a total salary increase of no less than 7.5 percent for sworn staff with six or more years of service. Most importantly, it will help make sure we keep our most experienced Police Officers, Fire-Fighters, and Sheriff’s Deputies on the job in Norfolk.

Certain Classification Regrades

The following classifications are regraded to increase the starting pay for positions the city has deemed critical to service delivery where attraction and retention has posed unique challenges.

- Chief Waterworks Operator
- Waterworks Operator I, II, III, and IV
- Water Treatment Supervisor
- City Planning Manager
- Firefighter EMT – Advanced
- Firefighter EMT
- Deputy Sheriff
- Deputy Sheriff (Master)

V. Financial Impact:

Funding to support the FY 2023 Compensation Plan is included in the FY 2023 Operating Budget.

VI. Environmental:

N/A

VII. Community Outreach/Notification:

N/A

VIII. Board/Commission Action:

N/A

IX. Coordination/Outreach:

This letter has been coordinated with the Department of Budget and Strategic Planning, Department of Human Resources, and the City Attorney's Office.

Supporting documentation from the Department of Budget and Strategic Planning:

- Ordinance
- FY 2023 Compensation Plan Regulations and Pay Tables

Supporting Material:

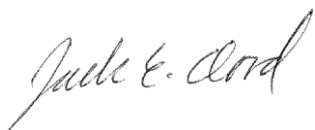
- Ex A Comp Plan Ordinance Tables – FY23
- Ex B Comp Plan Regulations – FY 23
- Ex C Supplements, Bonus, and Incentive Appendices – FY 23
- Ex D Updated Alpha Class List – FY 23
- Ex E Salary Ranges Plans 1 & 2
- Ex F Salary Ranges Plan 5

Supporting Material:

- Exhibit A - Constitutional Officers Pay Tables(PDF)
- Exhibit B - Comp Plan Regulations - Final - 5-9-22 (DOCX)
- Exhibit C - Supplements, Bonus, and Incentive Appendices - FY 23 (PDF)
- Exhibit D - Alpha Class List (PDF)
- Exhibit E - Salary Ranges Plan 1 & 2 (PDF)
- Exhibit F - Salary Ranges Plan 5 (PDF)

Form and Correctness Approved: *BAP*

Contents Approved:

By: _____
Office of the City AttorneyBy: _____
DEPT. Budget and Strategic Planni

NORFOLK, VIRGINIA

Ordinance No.

AN ORDINANCE APPROVING AND ADOPTING THE FISCAL YEAR 2023 COMPENSATION PLAN FOR OFFICERS AND EMPLOYEES OF THE CITY, AMENDING AND REORDINAING THE NORFOLK CITY CODE 1979, AS AMENDED, AND APPROVING CRITERIA AND PROCEDURES FOR PAY SUPPLEMENTS FOR CERTAIN CONSTITUTIONAL AND STATE OFFICERS AND THEIR EMPLOYEES.

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BE IT ORDAINED by the Council of the City of Norfolk:

Section 1:- **City Compensation Plan.** That until otherwise changed by the Council, the pay ranges of the various officers and employees of the City, as set forth in this fiscal year 2023 Compensation Plan Ordinance, and the regulations, tables, appendices and other attachments to it (attachments), which are incorporated by reference, for the administration of the Plan are hereby approved, and said Plan is hereby adopted. No officer or employee of the City shall have the authority to amend revise or otherwise change any aspect of this Compensation Plan Ordinance or its attachments. Only the Council may establish or modify this Ordinance or its attachments. Only the Council may modify this Ordinance or its attachments, and then only by a new ordinance. Such Plan, as to the positions included, shall supersede and replace the fiscal year 2022 Plans approved and adopted by Ordinance No. 48,380, enacted May 11, 2021, and effective July 1, 2021.

Section 2:- **Salary Range Adjustments.** That effective July 1, 2022, each pay range minimum and pay range maximum of Plans 1, 2, , CCC, COR, CWA TRO, SHC, will be increased by at least two percent (2%). Pay range minimums and maximums will increase by two percent for general and constitutional officer employees. The Public Safety Pay Plan 5 will increase pay range minimums by two and a half percent (2.5%) and pay range maximums by at least five percent (5%), to the extent such increase is within the maximums set in the tables concerning their compensation

attached to this ordinance and approved by council. Any subsequent changes to the maximums shall be approved by council by an amending ordinance.

Section 3:- **Market Adjustments.** Because of this increase, the salary associated with a particular position may exceed the maximum pay grade and/or pay range associated with that position's classification by up to 25% without requiring the Council's adjustment of the pay grade or pay range attached to the entire classification.

Section 4:- **Salary Increases.** That effective July 2, 2022, pursuant to the attachments to this ordinance, certain classifications held by City employees will shift pay grades due to the market adjustments. Employees below the minimum pay of their new pay grade, will receive salary increases effective July 2, 2022 so as to increase their salaries to the minimum of their new pay grade.

Effective July 2, 2022, City employees, with the exception of sworn members of the departments of Police, Fire-Rescue, and Sheriff's Office, shall receive a five percent (5%) general wage increase (GWI). Officers appointed by the Council are authorized to receive a five percent (5%) salary increase effective July 2, 2022.

Effective July 2, 2022, sworn members of the departments of Police, Fire-Rescue, and Sheriff shall receive an increase equivalent to at least five percent (5%). Sworn members with at least six years of service as of July 1, 2022, shall receive an increase equivalent to at least seven and a half percent (7.5%) to the extent such increase is within the maximums set in the tables concerning their compensation attached to this ordinance and approved by council. Any subsequent changes to the maximums shall be approved by council by an amending ordinance. Sworn Police, Fire-Rescue, and Sheriff employees who are at or above the maximum of the respective pay range will receive a five percent (5%) general wage increase (GWI).

Section 5:- **Council and Council President.** That until otherwise changed by the Council, the salary of the Council President (Mayor) shall be \$27,000.00, and the salaries of all other members of Council shall be \$25,000.00, and are hereby approved and adopted. This ordinance and its attachments, as they pertain to the Council or the Council President, shall supersede and replace the fiscal year 2022 Compensation Plan Ordinance of the City of Norfolk, approved and adopted by Ordinance No. 48,380, enacted May 11, 2021, and effective July 1, 2021.

Section 6:- **Constitutional and State Officers and Employees**
- Pay Ranges. That until otherwise changed by the Council, the pay ranges of various Constitutional and State officers and their employees, as set forth in this ordinance and its attachments, are hereby approved and adopted. This ordinance and its attachments, as they pertain to said officers and employees shall supersede and replace the fiscal year 2022 Compensation Plan Ordinance of the City of Norfolk, approved and adopted by Ordinance No. 48,380, enacted May 11, 2021, and effective July 1, 2021.

Section 7:- **Constitutional and State Officers and Employees**
- Change of Provisions. That the Council shall have the right at any time to change the pay ranges, rates of pay, regulations and supplements set forth in the compensation plan or supplemental pay schedules adopted in the body of this ordinance or its attachments. Moreover, because the City salary supplements are only intended to grant the Constitutional and state officers and employees parity with City employees, whenever the State Compensation Board authorizes an increase to their salaries during the life of this ordinance, the City Manager shall apply that increase to the employee's State Compensation Board authorized salary, and so as to maintain parity, decrease the City's supplement in proportion to the State Compensation Board increase.

Section 8:- **Constitutional and State Officers and Employees**
- not City officers or Employees. That notwithstanding the provisions of any ordinance, regulation or action by the Council, City Manager or the Civil Service Commission of the City of Norfolk to the contrary, codified or otherwise, the officers and employees of the various Constitutional and State offices whose salaries the City funds, regardless of whether the City funds 100% of their salaries or some smaller percentage and regardless of whether their date of hire is prior or subsequent to the date of the adoption of this ordinance, shall not be officers and employees of the City or eligible for any of the various rights that inure to the status of City employment, classified or otherwise. Unless their position is created and authorized by the Council of the City of Norfolk or in some cases, the City Manager and the City Attorney, and such creation is implemented in accordance with the Charter provisions, ordinances, rules and regulations governing employment with the City, such individuals working within such offices are not and shall not be deemed officers and employees of the City of Norfolk, but instead are and shall be deemed at will employees of the various Constitutional and State officers and offices, and they shall not, among other things, have any rights to utilize the City of Norfolk's Employee Grievance Procedure. All

attorneys licensed to practice law in Virginia or elsewhere who are either in the employment of the City or receiving salaries funded entirely by the City but employed by a Constitutional Officer shall be under the ultimate direction and control of the City Attorney and shall serve at his will. In the case of non-City employees whose attorney positions are entirely funded by the City, they shall receive their City-funded salaries at the will of the City Attorney, regardless of their actual employer.

Section 9:- **Special Fiscal Measures.** That in situations where the Council reduces its appropriations to fund the salaries and benefits of the workforce (for example, due to severe and on-going economic downturn), the City Manager may initiate a reduction in force. A reduction in force may be justified for various reasons or combinations of reasons, including but not limited to, an economic downturn; the reorganization for efficiency of some department, division or bureau of the City; or the elimination or revision of unnecessary or moribund classifications or positions. In addition, the salaries of all officers and employees, both City Employees and non-City Employees, covered by this ordinance or any of its attachments, including all pay tables, pay systems, pay schedules and pay structures, and its various compensation plan regulations, all of which are incorporated herein by reference, may be adjusted. However, those individuals, if any, whose positions are fully funded by the State Compensation Board shall receive an increase if the Board grants an increase funded entirely by the Commonwealth.

Section 10:- **Council Appointees.** That those Council Appointee listed in Section 11 of the Charter other than the City Manager and the City Attorney, and all officers and employees within their offices, shall be governed by this subsection, notwithstanding any to the contrary elsewhere in this ordinance or its attachments. This applies regardless of whether the member's position would be a classified position (a position within a classification created by the Civil Service Commission or the Director of Human Resources pursuant to the Commission's delegation) if it were within another Department of the City. Pursuant to Section 114 of the Charter and Chapter 2.1 of the City Code, all officers and employees working within those offices, which are the City Clerk, the City Constable (should the City ever return to appointing and hiring a City Constable and employees thereof), the City Assessor, and the City Auditor, are exempt from the classified service and serve at the will of their respective Council Appointee. This applies regardless of whether the officer or employee's position would be a classified position (a position within a classification created by the Civil Service Commission or the Director of Human Resources pursuant to the Commission's delegation) if it were

within another Department of the City. Decisions regarding any aspect of the compensation of the officers and employees of these offices shall be made by the Council Appointees heading those offices, except the total limit on compensation shall be subject to the limits on the funding of their offices as established in the Budget ordinances for the fiscal year governed by this ordinance and its attachments. The Council Appointee's discretion to make compensation decisions are restricted by all other general or special laws, including but not limited to, the Charter, the City Code, and applicable statutes and regulations of the Commonwealth of Virginia and the United States.

Section 11:- Department of Law. That the City Attorney, a Council appointee, is the head of the City's Department of Law. All Employees holding positions within the Department of Law are members of the Law Department and, serve under the sole authority and supervision and at the will of the City Attorney, pursuant to Section 114 of the City Charter and Chapter 2.1 of the City Code. This applies regardless of whether the member's position would be a classified position (a position within a classification created by the Civil Service Commission or the Director of Human Resources pursuant to the Commission's delegation) if it were within another Department of the City. All personnel decisions concerning members of the Law Department are at the discretion of the City Attorney. The only limit upon the discretion of the City Attorney in fixing compensation for the members of the law department shall be that established in the budget ordinances for the fiscal year governed by this ordinance and its attachments. Notwithstanding anything to the contrary elsewhere within this ordinance or its attachments, the following rules apply to the Department of Law and its members.

(A) Demotions. When the City Attorney demotes a member of the Law Department due to inadequate performance or for disciplinary reasons, the City Attorney may reduce that employee's salary to any specific dollar amount within the pay range attached to the position title to which the employee is demoted.

(B) Administrative Leave. The City Attorney is authorized to grant a period of leave with pay not exceeding two work weeks to any member of the Law Department who is a city attorney. The authorization of such leave for a new appointee shall be for facilitating recruitment and transition. The authorization of such leave for an existing appointee shall be based on the appointee's past year's work and performance. This leave must be taken within one year of being granted. Unused leave of this type shall not be paid out upon termination.

(C) New Appointees. The City Attorney may authorize the employment of a new member of the Law at any salary within the pay range assigned to the title. However, employment at a salary exceeding the minimum limit of the pay range shall be based on objective criteria.

(D) Overtime Eligibility. Members of the Law Department who are city attorneys are exempt from the overtime provisions of the Fair Labor Standards Act, and shall not be eligible for monetary overtime compensation or compensatory time off for hours worked beyond the normal workweek. Members of the Law Department who are not city attorneys are governed by the overtime provisions of the regulations for the administration of the General Compensation Plan and the Fair Labor Standards Act. All decisions authorizing overtime for members of the Law Department who are non-exempt under the Fair Labor Standards Act shall be made by the City Attorney.

(E) General Wage Increase. The City Council has appropriated a general wage increase of five percent (5%) effective July 2, 2022. Members of the Law Department are eligible for an increase in salary effective July 2, 2022, according to the following rules. The City Attorney shall review each member's salary for the purpose of making a compensation adjustment based on consideration of factors such as performance, market conditions and total increases authorized by the City Council for all other employees under this ordinance and its attachments. No member is guaranteed a general wage increase. No percentage increase shall exceed the maximum rate of that member's pay range. The total amount of general wage increases under this subsection shall not exceed the equivalent of the cost to give each of the members a five percent (5%) increase. Whether to give an increase and the amount of any individual member's increase are at the discretion of the City Attorney. Only members hired before June 30, 2022 are eligible for this increase. In addition to any compensation awarded the City Attorney elsewhere within this ordinance or its attachments, the City Attorney shall also be provided the use of a cell phone, an iPad and similar electronic devices.

(F) Bonuses. The City Attorney is authorized to recommend and approve bonuses for exceptionally meritorious service by any member of the Law Department. While bonuses are generally limited to no more than five percent (5%), the City Attorney may approve a higher percentage. Bonuses will not be included in an employee's base wages or retirement calculation.

(G) Administrative Pay Adjustments. The City Attorney may authorize one administrative pay adjustment per fiscal year for members of the Law Department for meritorious service demonstrated as an ongoing and continual basis. An administrative pay adjustment is an amount above the general wage increase provided in subsection (E) above.

(H) Reductions of Compensation. In addition to demotions, the City Attorney may reduce the compensation of any member of the Law Department who fails to perform satisfactory work. At any time during the effective duration of this ordinance and its attachments, the City Attorney may reevaluate the compensation of any member whose rate of compensation has been reduced pursuant to this subsection. If upon reevaluation the City Attorney finds that the member's work has improved, the City Attorney may approve an adjustment of that member's rate of compensation.

(I) Promotions. When a member of the Law Department is promoted, the City Attorney may increase the attorney's compensation to any specific dollar amount within the pay range assigned to the position title to which the promotion is made.

(J) Annual Leave, Leave Carryover and Leave Payout. Section 2-49 of the City Code, 1979, as amended, governs annual leave and its carryover for members of the Law Department. Any remaining accrued leave due a member of the Law Department who has left City service will be paid in the pay period following the last actual work day.

Section 12:- Constitutional Officers. Whereas, it is the desire of the Council of the City of Norfolk and the Constitutional Officers of the City of Norfolk that the compensation of certain officers and employees of these offices which is fixed by the State Compensation Board of the Commonwealth of Virginia pursuant to Virginia Code §15.2-1627.1, as amended, be supplemented; and

Whereas, Virginia Code §15.2-1605.1, as amended, authorizes the Council, in its discretion, to supplement the compensation of Constitutional Officers and their officers and employees in such amounts as it may deem expedient; and

Whereas, the supplementation of the compensation of officers and employees of these offices is not intended to and shall not constitute them employees of the City for any purpose and shall not authorize the application to them of any personnel policies of the City.

(A) Every officer or employee of the City's Constitutional Officers whose compensation is fixed by the State Compensation Board of the Commonwealth of Virginia shall in no event receive any lesser compensation than that fixed by said Board.

(B) The Constitutional Officers, whenever the compensation of an officer or employee of their office is increased by the State Compensation Board of the Commonwealth of Virginia to a sum exceeding the supplemented salary, shall take immediate action to notify the Director of Human Resources to adjust the compensation payable to such officer or employee so that it is not less than that fixed by the Compensation Board.

(C) Any compensation paid in accordance with this ordinance to an officer or employee of the City's Constitutional Officers in excess of the sum fixed by the State Compensation Board shall constitute a local supplement, to be payable entirely from the funds of the City appropriated for that purpose in the annual appropriations ordinance for fiscal year 2023.

(D) The appropriations made to fund these supplements and any payments made pursuant to such appropriations are conditioned upon this requirement: that the number of positions within each job title under the Constitutional Officers shall not be increased beyond the total established as of the effective date of this ordinance without the permission of the City Manager.

(E) The purposes of this ordinance and of the criteria and procedures it establishes are solely to supplement the compensation of the officers and employees of the Constitutional Officers, as authorized by Virginia Code §15.2-1605.1, as amended. Nothing contained herein or in any City ordinance shall alter the status of such persons as officers and employees of the Constitutional Officers, and not of the City of Norfolk, and any references to and/or applications of any City Compensation Plan or other City ordinance are solely for the purpose of administrative convenience in computing the amount of authorized supplements.

(F) The compensation of officers or employees of the City, if any, assigned to the supervision of the Constitutional Officers shall be governed solely by the City Compensation Plan and attachments.

(G) The total funding for salaries for any Constitutional Office shall not exceed the total authorized by the State

Compensation Board plus these authorized supplements. If at any time during the life of this ordinance the total salaries for any Constitutional Office exceeds the limits, the City Manager shall take immediate action to reduce that office's supplement.

(H) The supplements for each Constitutional Officer and his or her office shall be as set out in the City's Annual Appropriations Ordinance and may not be added to without a subsequent amendment of that ordinance. The payment of any supplements to a particular Constitutional Officer or his or her employees shall be conditioned on the full cooperation of that officer with the City Manager and the Director of Human Resources and their designees in providing all information necessary to include the Constitutional Officers and their employees in the City's systems for calculating the pay and benefits of those City, Commonwealth, or Constitutional Officer employees whose pay and benefits flow through the City's human resource and financial systems, including but not limited to such systems as PeopleSoft. In addition, these supplements may be reduced or eliminated at any time pursuant to other subsections of this ordinance and its attachments, so long as the salaries of the Constitutional Officers and their employees remain equal to or greater than those established by the general laws of the Commonwealth of Virginia.

Section 13:- **Director of Elections.** That every officer or employee of the Director of Elections shall be placed within the pay ranges provided in the attachments to this ordinance where appropriate to their pay rates. The salary of the Director of Elections shall be \$130,176.50 effective July 2, 2022. Salaries of officers and employees of the Director of Elections shall be increased by five percent (5%) effective July 2, 2022. Only officers and employees hired before June 30, 2022 are eligible for the increase. Nothing contained within this ordinance and its attachments shall alter the status of the Director of Elections and her officers and employees, and their inclusion herein is solely for administrative convenience. The daily compensation for Election Officers assigned to work at voting precincts shall be as follows: Chief Officer, two hundred fifty dollars (\$250) (to include training and delivery of election materials); Assistant Chief, two hundred dollars (\$200) (to include training); Pollbook Officer, one hundred seventy-five dollars (\$175) (to include training); Officer of Election, one hundred fifty dollars (\$150) (to include training); Election Page, one hundred twenty-five dollars (\$125) for full day or seventy-five (\$75) for half day. If the Assistant Chief is required to fill in for Chief Officer, he/she shall be compensated at Precinct Chief rate.

Section 14:- **Magistrates.** Whereas, Section 19.2-46.1 of the Code of Virginia, as amended, authorizes the governing bodies of counties and cities to supplement the compensation of magistrates so long as the total amount, Commonwealth salary plus City supplement, does not exceed fifty percent (50%) of the amount paid by the Commonwealth to any magistrate, and

Whereas, the Council considers it to be in the interests of the City that the compensation of magistrates be supplemented; now therefore, the Council ordains as follows:

(A) That the City shall supplement the fixed compensation paid by the Commonwealth of Virginia to the magistrates appointed to serve in the City of Norfolk in the amounts indicated below, the funds for such supplements having been heretofore appropriated in the annual appropriations ordinance of the City for fiscal year 2023. As provided in Section 19.2-46.1, referenced above, the governing body of any county or city may add to the fixed compensation of magistrates such amount as the governing body may appropriate with the total amount not to exceed fifty percent (50%) of the amount paid by the Commonwealth to magistrates, provided such additional compensation was in effect on June 30, 2008 for such magistrates and any magistrate receiving such additional compensation continues in office without a break in service. However, the total amount of additional compensation may not be increased after June 30, 2008. No additional amount paid by a local governing body shall be chargeable to the Executive Secretary of the Supreme Court, nor shall it remove or supersede any authority, control or supervision of the Executive Secretary or Committee on District Courts.

(B) That the City shall supplement the fixed compensation of each of the magistrates employed on or before June 30, 2008 by adding thereto a sum equal to ten percent (10%) of their fixed compensation, to be paid in quarterly installments.

(C) That the purpose of this ordinance is solely to supplement the compensation of the magistrates with funds of the City, up to the limit set by and as authorized by Section 19.2-46.1 of the Code of Virginia, as amended, and nothing contained herein shall alter the status of such persons as officers or employees of the Commonwealth and not of the City of Norfolk.

Section 15:- **Public Defenders.** Whereas Section 19.2-163.01:1 of the Code of Virginia, 1979, as amended, authorizes the governing bodies of any county or city to supplement the compensation of the public defender or any of his deputies or employees above the compensation fixed by the Executive Director

of the Virginia Indigent Defense Commission, in such amounts as it may deem expedient so long as such supplements are paid wholly from the funds of such county or city and meet other statutory requirements, and

Whereas the Council considers it to be in the interests of the City that the compensation of the public defender, his deputies, and employees be supplemented; now therefore, the Council ordains as follows:

- (A) That the City shall supplement the fixed compensation of the public defender, his deputies, and employees wholly from funds of the City previously appropriated in the annual appropriations ordinance of the City for fiscal year 2023 by adding to their compensation as fixed by the Executive Director of the Virginia Indigent Defense Commission on July 1, 2022, the additional sum of ten thousand dollars (\$10,000) to the public defender and his deputies (or other licensed attorneys he may employee) and five thousand dollars (\$5,000) to any of his employees who are not licensed attorneys, said supplements to be paid in quarterly installments;
- (B) That due to the privileged and protected nature of the attorney-client relations and the statutory scope of representation as provided in sections 19.2-157 and 19.2-163.3 of the Code of Virginia, 1950, as amended, the City shall not place any condition or requirement upon the receipt of such funds beyond those expressed elsewhere in this ordinance concerning the status of such officers and employees as not being City employees and concerning the reduction of supplements if the Commonwealth increases the base salaries of any supplemented positions during the City's fiscal year; and
- (C) That funds provided by the City under this section shall be paid directly to the employees. However, the City shall report to the Virginia Indigent Defense Commission of the amounts of any supplements so provided.

Section 16:- **City Code Amendment.** That subsections (a) and (b) of Section 2-48 of the Norfolk City Code, 1979, as amended, concerning holidays, are hereby amended and reordained in their

entirety to add one new subsection to section (a) granting eligible members of the classified (Charter Section 111) and unclassified (Charter Section 114) services of the City of Norfolk two additional Wellness days off with pay under certain circumstances, and to revise subsection (b) in conformance with the new provisions added to subsection (a), numbered and reading as follows:

Sec. 2-48 - Holidays

(a) Except as hereinafter provided, all members of the classified and unclassified services of the city shall receive the following holidays off with pay, as well as any other holidays designated by the council:

- (1) January first—New Year's Day.
- (2) Third Monday in January—Birthday of Dr. Martin Luther King, Jr.
- (3) Third Monday in February—Washington's Birthday.
- (4) Last Monday in May—Memorial Day.
- (5) June nineteenth—"Juneteenth Day" - celebrating the legal and practical end of human slavery within the United States.
- (6) July fourth—Independence Day.
- (7) First Monday in September—Labor Day.
- (8) The Tuesday following the first Monday in November—Election Day, for the right of citizens of a free society to exercise the right to vote.
- (9) November eleventh—Veteran's Day.
- (10) Fourth Thursday in November—Thanksgiving Day.
- (11) Fourth Friday in November—Day after Thanksgiving.
- (12) December twenty-fourth—Christmas Eve.
- (13) December twenty-fifth—Christmas Day.

- (14) Employee's birthday. Subject to the provisions of subsection (c), this holiday may be taken on the employee's birthday; however, the employee's department head may authorize the leave day to be taken at any time during the calendar year in which the birthday falls. New hires may take the birthday holiday in the initial calendar year only if their birthday occurs on or after their hire date.

- (15) Diversity day. One day of leave with pay (based on an employee's approved standard work schedule), on a day to be chosen during a calendar year by each individual employee, for all employees except fire-rescue employees on a twenty-four-hour shift schedule, who shall be granted twenty-four (24) hours of such leave. This day may be taken in half-day increments (based on an employee's approved standard work schedule). This day shall recognize the personal and religious diversity of the city's workforce. All such leave is to be taken at a time approved by the director or the director's designee(s) of the department concerned, consistent with the staffing and operational needs of the department.

- (16) Wellness days. Two days of leave with pay (based on an employee's approved standard work schedule), on days to be chosen during a calendar year by each individual employee, for all employees except fire-rescue employees on a twenty-four-hour shift schedule, who shall be granted one day (not two) consisting of twenty-four (24) hours of such leave. Such leave must be used in full-day increments. All such leave is to be taken at a time approved by the director or the director's designee(s) of the department concerned, consistent with the staffing and operational needs of the department.

- (b) Pursuant to section 15.2-1605 of the Code of Virginia, 1950, as amended, employees and deputies of the commissioner of the revenue and the treasurer shall receive all the holidays listed in subsection (a) off with pay except for birthday leave, diversity day leave and Wellness days. In addition, they shall receive those state holidays not listed in subsection (a), Election Day and Indigenous Peoples' Day (identified as Columbus Day/Yorktown Victory Day in

section 2.2-3300 of the Code of Virginia, 1950, as amended), off with pay. Also, city employees hired and permanently assigned to work for and under the supervision of the constitutional officers of the city or the circuit court judges of the city pursuant to Norfolk Charter Section 114 shall have all the holidays listed in subsection (a) off with pay except for Birthday, Diversity day, and Wellness days, and shall receive those state holidays not listed in subsection (a) but included in section 2.2-3300 of the Code of Virginia, 1950, as amended, off with pay.

Section 17:- **City Code Amendment.** That Chapter 2 of the Norfolk City Code, 1979, as amended, is amended and reordained in its entirety to add one new Code Section granting paid family leave to eligible members of the classified (Charter Section 111) and unclassified (Charter Section 114) services of the City of Norfolk, numbered and reading as follows:

Sec. 2-50.1 Paid Family Leave.

(a) In general.

All members of the classified and unclassified services of the City shall be eligible for Paid Family Leave (hereinafter "PFL") upon the occurrence of a qualifying event not exceeding a total of six (6) workweeks or 240 hours (or 312 hours for Sworn Fire-Rescue employees who work a 52-hour workweek). No employees shall be eligible for such leave more than one (1) time within the 12-month period beginning with the occurrence of a qualifying event. When granted, PFL shall run concurrently with leave granted pursuant to the Federal Family and Medical Leave Act, statute and regulations, as amended (hereinafter "FMLA") and the City Manager's Policy and Administrative Regulations Manual concerning FMLA, including but not limited to Policy 4.11, as amended (hereinafter "Policy 4.11").

All requests for PFL are subject to the conditions set out in this section and final approval by the Department of Human Resources. PFL shall be granted to City employees regardless of race, ethnicity, religion, gender, gender identity, sexual orientation, marital status, or any other status protected by the laws of the United States or the Commonwealth of Virginia law, or the ordinances of the City Council.

PFL leave shall consist of PFL - Bonding Leave and PFL Family Member Leave.

(b) PFL - Bonding Leave.

PFL - Bonding leave may be used for parent-child bonding in relation to child birth, adoption or foster care placement events that are approved under the FMLA and Policy 4.11. PFL - Bonding leave shall only be granted for one of the following reasons:

- (1) Bonding with a child, starting with the date of birth, where the City employee is the birthing parent, except that PFL cannot be taken during the same time period that the birthing employee is receiving any type of short-term disability or sick leave bank benefits following the birth of a child.
- (2) Bonding with a child, starting with the date of birth, where the City employee is not the birthing parent but the birthing parent and child reside with the City employee and the birthing parent is the spouse through marriage or domestic partner of the City employee.
- (3) Bonding with a child placed with the City employee as a result of adoption, or foster placement where the child is younger than age 18, starting with the date of adoption or foster care placement.

(c) PFL - Family Member Leave.

PFL- Family Member Leave may be used to care for a qualifying immediate household member or family member with a serious health condition as defined in the FMLA and Policy 4.11. For the purposes of PFL-Family Member Leave, qualifying immediate family members and immediate household members are defined as:

- (1) "Immediate Family Members" are City employees' parents (natural, adoptive or foster), spouses or domestic partners, children, siblings, and legal wards. City employees' relatives by adoption, step-relatives and foster families in the described relationships are also "Immediate Family Members."
- (2) "Immediate Household Members" are City employees' relatives, either by blood, adoption, or through a marriage or domestic partner, who are not "Immediate Family Members" but permanently

reside with City employees in their primary residence.

(d) Employee eligibility - initial conditions.

To be considered for any type of PFL, an eligible City employee must first be approved for FMLA leave and must have :

- (1) Worked for the City for at least 12 months;
and
- (2) Worked for the City at least 1,250 hours over the past 12 months.

(e) Employee eligibility - additional conditions.

In addition to any other conditions upon eligibility, to be eligible for any type of PFL, City employees must meet the following conditions:

- (1) City employees must submit required documentation in accordance with the FMLA and Policy 4.11. When granted PFL it shall run concurrently with FMLA leave.
- (2) An eligible City employee who is the birthing, non-birthing, adoptive, or foster parent of a child may use PFL-Bonding leave for the purposes of bonding with that child.
- (3) An eligible City employee may use PFL-Family Member Leave for the purposes of assisting and responding to a qualifying family member with a serious illness or injury.
- (4) An eligible City employee may not use any type of PFL benefits for his or her own health condition(s).
- (5) When granted, PFL leave of any type must be taken within the 12-month period of the qualifying event. This 12-month period is measured the same as the 12-month period for qualifying absences under the FMLA and Policy 4.11.
- (6) Requests for any type of PFL leave must be submitted and approved in the same manner as other types of leave, but in the case of PFL leave thirty (30) days' advance notice is required. The Director of Human Resources may waive this deadline where unique circumstances prevent the employee from meeting it.

- (7) A City employee may not be absent from work beyond twelve (12) weeks in total while utilizing any type of PFL leave in combination with any other type of leave.
 - (8) PFL leave may be used intermittently if requested and approved under the FMLA and Policy 4.11. If taken intermittently, such leave must be taken in full day increments up to a total of six (6) workweeks or 240 hours (312 hours for Sworn Fire-Rescue employees who work a 52-hour workweek). If the employee requires additional leave once the 6-week PFL leave is exhausted, they must use their accrued leave.
 - (9) An eligible City employee may not use flexible or alternative work schedules beyond scheduled working hours to adjust PFL leave.
 - (10) An eligible City employee may not telework when on PFL leave.
 - (11) All types of PFL leave are provided with the continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave.
 - (12) No type of PFL leave may accrue after a City employee's separation from employment. All previously granted PFL leave and PFL leave compensation ends upon a City employee's separation from employment. Upon a City employee's separation from employment, unused PFL leave is lost. It shall not be paid out in the form of terminal leave under Section 2-54 of the City Code, as amended, nor shall it be counted as creditable service towards retirement under Section 37-41 of the City Code, as amended, or any similar sections of the City Code.
 - (13) If both parents are employed by the City and meet all other eligibility criteria, each employee is separately entitled to up to 6 weeks of paid PFL leave.
- (f) Notice and Certification.
- (1) Employee Notice.
 - (A) A City employee seeking to use any type of PFL leave must provide thirty (30) days' advance notice of such leave, unless that deadline is waived by the Director of Human

Resources pursuant to other subsections of this Section.

- (B) A City employee must provide such initial notice to his or her supervisor and the Department Human Resources, using forms provided by Human Resources.
 - (C) Required PFL forms must be submitted to the Department of Human Resources along with required FMLA leave forms for each qualifying event.
 - (D) If the City employee is unable to provide thirty (30) days' notice, he or she must provide such notice as soon as is practical along with a request for a waiver, generally, either the same or next business day and must comply with their department's specific call-in procedures.
 - (E) Absent unusual circumstances, a waiver from the Director of Human Resources, City employees requesting any type of PFL leave must comply with all the City's procedural requirements for requesting leave.
- (2) Employer Notice.

The City shall simultaneously notify the employee of its approval or disapproval of both the PFL leave request, and the underlying FMLA leave request that is the PFL leave request is conditioned on.

Section 18:- That this ordinance and its attachments incorporated by reference shall be in effect from and after July 1, 2022, except those specific portions of either this ordinance or its attachments that express an effective date sometime after that date.

FY 2023 Ordinance Pay Tables

| Clerk of the Circuit Court (CCC) Pay Plan FY 2023 7/1/22 – 6/30/23 | | | | | |
|---|-------------------------------|-------------|-------|----------|-----------|
| Job Code | Classification Title | Salary Plan | Grade | Minimum | Maximum |
| CC0007 | Administrative Assistant - CC | CCC | 5 | \$48,478 | \$77,495 |
| CC0006 | Administrative Manager - CC | CCC | 6 | \$58,623 | \$93,720 |
| CC0013 | Applications Manager - CC | CCC | 8 | \$72,299 | \$127,247 |
| CC0011 | Cashier - CC | CCC | 2 | \$38,440 | \$61,504 |
| CC0002 | Chief Deputy Circuit Court | CCC | 8 | \$72,299 | \$127,247 |
| CC0001 | Clerk of the Circuit Court | CCC | 9 | N/R | N/R |
| CC0004 | Comptroller - CC | CCC | 7 | \$62,553 | \$99,998 |
| CC0012 | Deputy Clerk I - CC | CCC | 1 | \$37,440 | \$59,904 |
| CC0010 | Deputy Clerk II - CC | CCC | 2 | \$38,440 | \$61,504 |
| CC0009 | Deputy Clerk III - CC | CCC | 3 | \$39,440 | \$63,104 |
| CC0008 | In Court Clerk - CC | CCC | 4 | \$40,974 | \$68,980 |
| CC0005 | Supervising Deputy Clerk - CC | CCC | 6 | \$58,623 | \$93,720 |

| CCC Pay Schedule FY 2023 7/1/2 – 6/30/23 | | | |
|---|----------|----------|-----------|
| Grade | Minimum | Midpoint | Maximum |
| 1 | \$37,440 | \$48,672 | \$59,904 |
| 2 | \$38,440 | \$49,972 | \$61,504 |
| 3 | \$39,440 | \$51,272 | \$63,104 |
| 4 | \$40,974 | \$54,977 | \$68,980 |
| 5 | \$48,478 | \$62,987 | \$77,495 |
| 6 | \$58,623 | \$76,172 | \$93,720 |
| 7 | \$62,553 | \$81,275 | \$99,998 |
| 8 | \$72,299 | \$99,773 | \$127,247 |
| 9 | N/R | N/R | N/R |

FY 2023 Ordinance Pay Tables

| Commissioner of the Revenue (COR) Pay Plan FY 2023 7/1/22 – 6/30/23 | | | | | |
|--|------------------------------|-------------|-------|----------|-----------|
| Job Code | Classification Title | Salary Plan | Grade | Minimum | Maximum |
| CR0005 | Administrative Manager - COR | COR | 5 | \$62,553 | \$99,998 |
| CR0006 | Chief Deputy - COR | COR | 6 | \$72,299 | \$127,247 |
| CR0007 | Commissioner of the Revenue | COR | 7 | N/R | N/R |
| CR0001 | Deputy I - COR | COR | 1 | \$37,440 | \$59,904 |
| CR0002 | Deputy II - COR | COR | 2 | \$41,776 | \$72,854 |
| CR0003 | Deputy III - COR | COR | 3 | \$49,904 | \$82,507 |
| CR0004 | Supervising Deputy - COR | COR | 4 | \$58,623 | \$93,720 |

| COR Pay Schedule FY 2023 7/1/22 – 6/30/23 | | | |
|--|----------|----------|-----------|
| Grade | Minimum | Midpoint | Maximum |
| 1 | \$37,440 | \$48,672 | \$59,904 |
| 2 | \$41,776 | \$57,315 | \$72,854 |
| 3 | \$49,904 | \$66,205 | \$82,507 |
| 4 | \$58,623 | \$76,172 | \$93,720 |
| 5 | \$62,553 | \$81,275 | \$99,998 |
| 6 | \$72,299 | \$99,773 | \$127,247 |
| 7 | N/R | N/R | N/R |

FY 2023 Ordinance Pay Tables

| Commonwealth's Attorney (CWA) Pay Plan FY 2023 7/1/22 – 6/30/23 | | | | | |
|--|---|-------------|-------|-----------|-----------|
| Job Code | Classification Title | Salary Plan | Grade | Minimum | Maximum |
| CA0004 | Administrative Assistant - CWA | CWA | 3 | \$39,440 | \$63,104 |
| CA0012 | Assistant Commonwealth's Attorney I | CWA | 9 | \$61,576 | \$97,906 |
| CA0013 | Assistant Commonwealth's Attorney II | CWA | 10 | \$68,844 | \$109,459 |
| CA0014 | Assistant Commonwealth's Attorney III | CWA | 11 | \$78,394 | \$124,646 |
| CA0016 | Chief Deputy Commonwealth's Attorney | CWA | 13 | \$102,360 | \$162,753 |
| CA0017 | Commonwealth's Attorney | CWA | 14 | N/R | N/R |
| CA0015 | Deputy Commonwealth's Attorney | CWA | 12 | \$91,975 | \$146,241 |
| CA0011 | Director of Communications - CWA | CWA | 8 | \$55,132 | \$88,210 |
| CA0010 | Executive Secretary / Assistant - CWA | CWA | 7 | \$48,480 | \$77,494 |
| CA0009 | Legal Administrator - CWA | CWA | 8 | \$55,132 | \$88,210 |
| CA0008 | Legal Assistant - CWA | CWA | 6 | \$42,559 | \$68,033 |
| CA0006 | Legal Secretary I - CWA | CWA | 2 | \$38,440 | \$61,504 |
| CA0007 | Legal Secretary II - CWA | CWA | 4 | \$40,440 | \$64,704 |
| CA0005 | Paralegal - CWA | CWA | 4 | \$40,440 | \$64,704 |
| CA0019 | Public Information Specialist - CWA | CWA | 4 | \$40,440 | \$64,704 |
| CA0001 | Victim / Witness Program Advocate | CWA | 1 | \$37,440 | \$59,904 |
| CA0002 | Victim / Witness Program Assistant Director | CWA | 2 | \$38,440 | \$61,504 |
| CA0018 | Victim / Witness Program Coordinator | CWA | 4 | \$40,440 | \$64,704 |
| CA0003 | Victim / Witness Program Director | CWA | 6 | \$42,559 | \$68,033 |

| CWA Pay Schedule FY 2023 7/1/22 – 6/30/23 | | | |
|--|-----------|-----------|-----------|
| Grade | Minimum | Midpoint | Maximum |
| 1 | \$37,440 | \$48,672 | \$59,904 |
| 2 | \$38,440 | \$49,972 | \$61,504 |
| 3 | \$39,440 | \$51,272 | \$63,104 |
| 4 | \$40,440 | \$52,572 | \$64,704 |
| 5 | \$41,440 | \$53,872 | \$66,304 |
| 6 | \$42,559 | \$55,296 | \$68,033 |
| 7 | \$48,480 | \$62,987 | \$77,494 |
| 8 | \$55,132 | \$71,671 | \$88,210 |
| 9 | \$61,576 | \$79,741 | \$97,906 |
| 10 | \$68,844 | \$89,151 | \$109,459 |
| 11 | \$78,394 | \$101,520 | \$124,646 |
| 12 | \$91,975 | \$119,108 | \$146,241 |
| 13 | \$102,360 | \$132,556 | \$162,753 |
| 14 | N/R | N/R | N/R |

FY 2023 Ordinance Pay Tables

| Treasurer (TRO) Pay Plan FY 2023 7/1/22 – 6/30/23 | | | | | |
|--|-----------------------------|-------------|-------|----------|-----------|
| Job Code | Classification Title | Salary Plan | Grade | Minimum | Maximum |
| TR0003 | Administrative Manager - TR | TRO | 5 | \$62,553 | \$99,998 |
| TR0012 | Chief Deputy - TR | TRO | 6 | \$72,299 | \$127,247 |
| TR0013 | City Treasurer | TRO | 7 | N/R | N/R |
| TR0005 | Deputy I - TR | TRO | 1 | \$37,440 | \$59,904 |
| TR0006 | Deputy II - TR | TRO | 2 | \$41,776 | \$72,854 |
| TR0007 | Deputy III - TR | TRO | 3 | \$45,571 | \$82,507 |
| TR0010 | Deputy IV - TR | TRO | 4 | \$58,623 | \$93,720 |
| TR0001 | Supervising Deputy - TR | TRO | 4 | \$58,623 | \$93,720 |

| TRO Pay Schedule FY 2023 7/1/22 – 6/30/23 | | | |
|--|----------|----------|-----------|
| Grade | Minimum | Midpoint | Maximum |
| 1 | \$37,440 | \$48,672 | \$59,904 |
| 2 | \$41,776 | \$57,315 | \$72,854 |
| 3 | \$45,571 | \$64,039 | \$82,507 |
| 4 | \$58,623 | \$76,172 | \$93,720 |
| 5 | \$62,553 | \$81,275 | \$99,998 |
| 6 | \$72,299 | \$99,773 | \$127,247 |
| 7 | N/R | N/R | N/R |

Attachment: Exhibit A - Constitutional Officers Pay Tables (Compensation Plan - FY'23)

FY 2023 Ordinance Pay Tables

Sheriff's Civilian (SHC) Pay Plan FY 2023 7/1/22 – 6/30/23

| Job Code | Classification Title | Salary Plan | Grade | Minimum | Maximum |
|----------|---|-------------|-------|----------|-----------|
| SC0028 | 811 Food Service Manager | SHC | 10 | \$40,974 | \$65,134 |
| SC0029 | 811 Food Service Worker | SHC | 5 | \$38,190 | \$61,104 |
| SC0012 | Assistant Inmate Classification Manager | SHC | 11 | \$45,174 | \$71,810 |
| SC0007 | Assistant Procurement Specialist | SHC | 9 | \$39,190 | \$62,704 |
| SC0030 | Civilian Court Security Screener | SHC | 5 | \$38,190 | \$61,104 |
| SC0044 | Clinical Mental Health Professional | SHC | 13 | \$49,805 | \$79,171 |
| SC0019 | Corrections Director | SHC | 16 | \$56,531 | \$89,866 |
| SC0031 | Counselor - SC | SHC | 8 | \$38,940 | \$62,304 |
| SC0013 | Education Program Manager | SHC | 11 | \$45,174 | \$71,810 |
| SC0008 | Education Programs Specialist | SHC | 10 | \$40,974 | \$65,134 |
| SC0005 | Electronic Surveillance Supervisor | SHC | 7 | \$38,690 | \$61,904 |
| SC0032 | Executive Assistant - SC | SHC | 10 | \$40,974 | \$65,134 |
| SC0033 | Facilities Manager - SC | SHC | 16 | \$56,531 | \$89,866 |
| SC0034 | Fiscal Manager | SHC | 14 | \$52,294 | \$83,131 |
| SC0022 | Fleet Coordinator - SC | SHC | 4 | \$37,940 | \$60,704 |
| SC0009 | Grievance Coordinator | SHC | 10 | \$40,974 | \$65,134 |
| SC0035 | HR Administrator - SC | SHC | 16 | \$56,531 | \$89,866 |
| SC0016 | Human Resources & Budget Director | SHC | 14 | \$52,294 | \$83,131 |
| SC0020 | Information Technology Systems Director | SHC | 17 | \$63,184 | \$101,008 |
| SC0015 | Inmate Classification Manager | SHC | 13 | \$49,805 | \$79,171 |
| SC0010 | Inmate Classification Specialist | SHC | 10 | \$40,974 | \$65,134 |
| SC0023 | Inmate Rehabilitation Coordinator | SHC | 12 | \$47,151 | \$75,549 |
| SC0024 | Investigations Director | SHC | 14 | \$52,294 | \$83,131 |
| SC0017 | Legal Counsel | SHC | 15 | \$53,840 | \$85,592 |
| SC0036 | Library Assistant - SC | SHC | 3 | \$37,690 | \$60,304 |
| SC0042 | Local Inmate Data System Technician | SHC | 9 | \$39,190 | \$62,704 |
| SC0025 | Maintenance Mechanic - SC | SHC | 4 | \$37,940 | \$60,704 |
| SC0037 | Maintenance Mechanic II - SC | SHC | 7 | \$38,690 | \$61,904 |
| SC0006 | Microcomputer Systems Analyst - SC | SHC | 8 | \$38,940 | \$62,304 |
| SC0018 | Network Engineer - SC | SHC | 16 | \$56,531 | \$89,866 |
| SC0026 | Payroll & Benefits Coordinator | SHC | 8 | \$38,940 | \$62,304 |
| SC0011 | Procurement Specialist - SC | SHC | 10 | \$40,974 | \$65,134 |
| SC0043 | Professional Standards Office Analyst | SHC | 10 | \$40,974 | \$65,134 |
| SC0038 | Property Technician - SC | SHC | 4 | \$37,940 | \$60,704 |

FY 2023 Ordinance Pay Tables

Sheriff's Civilian (SHC) Pay Plan (continued) FY 2023 7/1/22 – 6/30/23

| Job Code | Classification Title | Salary Plan | Grade | Minimum | Maximum |
|----------|---------------------------------|-------------|-------|----------|----------|
| SC0014 | Public Affairs Officer | SHC | 11 | \$45,174 | \$71,810 |
| SC0039 | Public Relations Assistant - SC | SHC | 7 | \$38,690 | \$61,904 |
| SC0001 | Records Clerk | SHC | 2 | \$37,440 | \$59,904 |
| SC0040 | Records Clerk II | SHC | 7 | \$38,690 | \$61,904 |
| SC0002 | Secretary I | SHC | 3 | \$37,690 | \$60,304 |
| SC0003 | Secretary II | SHC | 5 | \$38,190 | \$61,104 |
| SC0004 | Secretary to the Sheriff | SHC | 6 | \$38,440 | \$61,504 |
| SC0021 | Sheriff | SHC | 18 | N/R | N/R |
| SC0027 | Staff Accountant | SHC | 10 | \$40,974 | \$65,134 |
| SC0041 | Work Release Van Driver | SHC | 6 | \$38,440 | \$61,504 |

| SHC Pay Schedule FY 2023 7/1/22– 6/30/23 | | | |
|---|----------|----------|-----------|
| Grade | Minimum | Midpoint | Maximum |
| 1 | N/A | N/A | N/A |
| 2 | \$37,440 | \$48,672 | \$59,904 |
| 3 | \$37,690 | \$48,997 | \$60,304 |
| 4 | \$37,940 | \$49,322 | \$60,704 |
| 5 | \$38,190 | \$49,647 | \$61,104 |
| 6 | \$38,440 | \$49,972 | \$61,504 |
| 7 | \$38,690 | \$50,297 | \$61,904 |
| 8 | \$38,940 | \$50,622 | \$62,304 |
| 9 | \$39,190 | \$50,947 | \$62,704 |
| 10 | \$40,974 | \$53,054 | \$65,134 |
| 11 | \$45,174 | \$58,492 | \$71,810 |
| 12 | \$47,151 | \$61,350 | \$75,549 |
| 13 | \$49,805 | \$64,488 | \$79,171 |
| 14 | \$52,294 | \$67,712 | \$83,131 |
| 15 | \$53,840 | \$69,716 | \$85,592 |
| 16 | \$56,531 | \$73,198 | \$89,866 |
| 17 | \$63,184 | \$82,096 | \$101,008 |
| 18 | N/R | N/R | N/R |

FY 2023 Ordinance Pay Tables

| Sheriff's Sworn Pay Plan FY 2023 7/1/22– 6/30/23 | | | | | |
|---|-------------------------------------|-------------|-------|-----------|-----------|
| Job Code | Classification Title | Salary Plan | Grade | Minimum | Maximum |
| SS0001 | Deputy Sheriff (Recruit) | 5 | 1 | \$43,260 | \$43,260 |
| SS0002 | Deputy Sheriff | 5 | 3 | \$47,073 | \$71,415 |
| SS0004 | Deputy Sheriff (Senior) | 5 | 4 | \$52,105 | \$79,002 |
| SS0003 | Deputy Sheriff (Master) | 5 | 5 | \$56,377 | \$85,478 |
| SS0005 | Deputy Sheriff (Sergeant) | 5 | 5 | \$56,377 | \$85,478 |
| SS0006 | Deputy Sheriff (Lieutenant) | 5 | 6 | \$57,591 | \$87,319 |
| SS0007 | Deputy Sheriff (Captain) | 5 | 8 | \$83,085 | \$114,194 |
| SS0009 | Deputy Sheriff (Lieutenant Colonel) | 5 | 9 | \$93,487 | \$128,490 |
| SS0010 | Deputy Sheriff (Colonel) | 5 | 11 | \$113,071 | \$140,958 |

Sheriff Supplements

Sworn Sheriff personnel assigned to the following special duty assignments shall receive the specified amounts, in addition to their regular pay rates, for the duration of such assignments:

| Assignment | Amount | Eligibility | Other Information |
|---------------------------|-----------------|-------------|---|
| Emergency Response Team | \$150/month | As assigned | For duration of assignment |
| Honor Guard | \$50/month | As assigned | For duration of assignment |
| Clothing Allowance | \$65/month | As assigned | For duration of assignment |
| High Constable Supplement | \$1562.50/month | Sheriff | For duration of assignment |
| Bilingual pay | \$30/month | As assigned | Assist with serving the increasing population of Hispanic citizens. |
| Education Pay | \$42/month | As assigned | Associate's or Bachelor's degree from an accredited college or university in any program certified by the Sheriff as relevant to the performance of the employee's position. Limited to no more than one supplement, regardless of the number of degrees. |
| Field Training Instructor | \$80/month | As assigned | For duration of assignment |

FY 2023 Ordinance Pay Tables

| Assignment | Amount | Eligibility | Other Information |
|------------------|------------|-------------|--|
| Drug Dog Handler | \$80/month | As assigned | For duration of assignment; stipend to defray dog care related expenses; not included in calculation of regular rate of pay, consistent with FLSA. |

REGULATIONS FOR THE ADMINISTRATION OF THE FY 2023 COMPENSATION PLAN

Section 1. Authority and Discretion

(1) This compensation plan applies to all employees who hold classifications within this plan for the City of Norfolk. No officer or employee of the City shall have the authority by reference, omission, or error to change the content and administration of the City of Norfolk Compensation Plan.

(2) The City Attorney has the same authority and discretion as the City Manager for classifications that fall under the Department of Law.

Section 2. Classification Updates

(1) Deletions - The elimination of a classification is due primarily to efficiency and effectiveness. Affected employees shall be governed by the reduction-in-force provisions.

(2) Additions – The City Manager or designee is authorized to create classifications during the fiscal year, as determined by operational needs.

Section 3. Constitutional and State Board Appointed Employees

This Compensation Plan assigns pay grades to certain class titles applicable only to persons who are not employees of the City, but who are employed by other governmental officials, such as those of the Director of Elections. In addition, certain class titles listed in this Compensation Plan may be assigned not only to persons who are City employees, but also to certain other persons not employed by the City. Nothing in this Compensation Plan is intended to alter the employment status of persons employed by officials or entities other than the City of Norfolk and inclusion of class titles applicable to such persons in this Plan shall not have that result. Although the pay grades, pay rates and regulations contained in this Plan may be used by governmental officials and entities other than the City, at their discretion, with respect to the compensation of their employees, no such application shall be deemed to render such persons City employees, or to grant them any rights applicable to City employees.

Section 4. Definitions

"Classification" - A group of positions or other employments authorized by ordinance, e.g., special projects, which are sufficiently alike in duties and responsibilities that they are placed in the same classification specification by the Civil Service Commission and described by the same title and assigned to the same pay grade in this Compensation Plan. In the case of positions exempted from the classified service, the term "classification" is used for convenience only, as the Civil Service Commission has no authority in relation to such positions.

"Classified" – All classes of positions that have certain rights and privileges.

"Employee" - As used in these regulations, includes employees and officers of the City whose compensation is specified in this Compensation Plan.

"FLSA" - The Fair Labor Standards Act.

"Exempt Employees" - Employees who are not covered by or are exempted from the minimum wage and overtime provisions of the Fair Labor Standards Act.

"Non-exempt Employees" - Employees who are subject to the minimum wage and overtime provisions of the Fair Labor Standards Act.

"Pay Grade" - A series of specific pay rates assigned to a classification as the compensation for that classification.

"Pay Rate" - A specific dollar amount, expressed as either an annual or hourly rate as shown in the Compensation Plan schedules.

"Regular Rate of Pay" - An hourly rate for non-exempt employees determined by dividing total remuneration for employment (calculated in accordance with the FLSA) in any work week by the total hours worked, or, in the case of fire protection/emergency medical, or law enforcement employees, by the number of hours in the applicable declared work period established pursuant to Section 7(k) of the FLSA and Section 9.1-701 of the Virginia Code.

"Red-Circle" - A designation for salaries that exceed the maximum of a specified pay range. Incumbents with salaries above the maximum are frozen. Any additional compensation awarded to frozen "Red-Circle" employees will be in the form of a bonus until if and when scale adjustments bring the salary back under the maximum. No new salary adjustment exceeding the maximum will be permitted moving forward for all other employees.

"Unclassified" – All classes of positions that serve at the will of the city.

Section 5. Demotions

(1) The salary of an employee demoted will be reduced by at least 5% within the new pay range not to exceed the maximum salary of the new pay range.

(2) When an employee is demoted during a promotional probationary period, the salary shall be reduced to the pay rate formerly received prior to promotion.

Section 6. Salary Adjustments

(1) Bonus - The department head is authorized to recommend and approve bonuses for good cause shown, including, but not limited to, exceptionally meritorious service on a non-recurring basis, if funds are available within departmental salary accounts. Bonuses are limited to no more than five percent (5%) up to a maximum of \$5000, the City Manager or designee can approve a higher amount. Bonuses will not be included in an employee's base wages or retirement calculation.

(2) Police Officer Retention Bonus Program - All Officers wishing to participate in this Bonus Program must first execute a contract delineating their rights and duties under this Program.

This Section 6 of the Regulations, as with all provisions of the Annual Compensation Plan (ordinance and exhibits including Regulations), is effective until Council's approval of a new Compensation Plan, or its amendment to the current Compensation Plan.

(a) Qualifying Groups

i. Captains to Lieutenants

All current sworn officers within this group may sign during the life of this Compensation Plan (Ordinance and exhibits including Regulations, as amended), a five-year commitment to continue employment as a Norfolk Police Officer and receive a bonus as provided for by this regulation and its associated contract. Individual bonuses will be established in the contracts based on the number of police officer vacancies but will be not more than eight thousand dollars (\$8,000) each.

ii. Sergeants and below excluding Police Recruits

All current sworn officers within this group may sign during the life of this Compensation Plan (Ordinance and exhibits including Regulations, as amended) a five-year commitment to continue employment as a Norfolk Police Officer and receive a bonus as provided for by this regulation and its associated contract. Individual bonuses will be established in the contracts based on the number of police officer vacancies but will be not more than twelve thousand dollars (\$12,000) each.

iii. Police Recruits

All Officers hired into the Police Recruit classification who successfully complete the Academy during the effective life of this Compensation Plan (ordinance and exhibits including Regulations, as amended) and are automatically reclassified into Police Officer 1 positions may choose:

1. To immediately sign a five-year commitment and receive a bonus as provided for by this regulation and its associated contract Individual bonuses will be established in the contracts based on the number of police officer vacancies but will not be more than five thousand dollars (\$5,000) each.

2. To sign no immediate five-year commitment. Such officers may be eligible to later sign a five-year commitment after their one-year probationary period as a Police Officer ends, depending on the then current Compensation Plan (ordinance and exhibits including Regulations, as amended). Individual bonuses will be established in the contracts based on the number of police officer vacancies but will be the same as for those in Qualifying Group (b).

(b) Program Specifics

- i. Officers' bonuses will vest gradually over a period of five years at the rate of 20% (percent) per year.
- ii. Officers voluntarily separating from City employment must repay unvested portions of their bonuses.
- iii. Officers terminated for cause must repay unvested portions of their bonuses.
- iv. Officers' Five-year commitment cannot be prorated for planned retirement.
- v. Officers' years worked while in DROP will not count towards five-year commitment.
- vi. Officers' time spent on active duty if recalled to active military duty will count towards five-year commitment.

(c) Exceptions to Repayment Provision

Repayment is not required under these circumstances, upon an Officer's provision of adequate proof of the circumstances (adequacy to be determined by City):

- i. An Officer's spouse or partner in the military is transferred to a new duty station more than 50 miles from Norfolk.
- ii. An Officer's spouse or partner receives a verified job offer more than 50 miles from Norfolk.
- iii. An Officer's resignation when required to provide long-term care to a sick family relation. Family relationships eligible for this exception shall be those for which an Officer could take sick leave to care for pursuant to Section 2-50 of the Norfolk City Code (1979), as amended.
- iv. An Officer's developing a health condition preventing carrying out their duties if that condition could not be accommodated for pursuant to the Americans with Disabilities Act.
- v. An officer's Position being eliminated as part of a Reduction in Force.

- (3) Referral Bonus - An incentive to current employees who refer applicants who are selected and successfully hired. The two-part referral bonus award payment will be authorized by the Human Resources Director in conjunction with the Finance Director. The first payment will be after the referred candidate is hired and completes 60 days of continuous employment in good standing. After the non-sworn referred candidate successfully completes their Probationary Period (or after six (6) months if there is no probationary period), or the sworn referred candidate successfully completes their recruit academy in good standing with no corrective/disciplinary action, the employee responsible for the referral will receive the second half of the award. For each full-time non-sworn position filled, the employee will receive \$3,000.00. General Employees are

also eligible for the \$5,000 police officer referral program if they refer candidates for vacant police officer positions.

- (4) Signing Bonus - An incentive paid to a new employee to join the City. The two-part signing bonus award payment will be authorized by the Director of Human Resources in conjunction with the Director of Finance. The first payment will be after the new employee is hired and completes 60 days of continuous employment. After successfully completes their Probationary Period (or after six (6) months if there is no probationary period), or the new sworn employee successfully completes their recruit academy in good standing with no corrective/disciplinary action, the employee responsible for the referral will receive the second half of the award. Each successful candidate will receive \$5,000.
- (5) Merit Increase – When recommended in writing by a department head, supported by a performance agreement, endorsed by the Director of Human Resources, and available funds are certified by the Director of Budget and Strategic Planning, the City Manager or designee may authorize one administrative pay adjustment per fiscal year, for meritorious service demonstrated by an employee on an ongoing and continual basis. A performance evaluation conducted within the past 12 months must be included with merit increase requests.
- (6) The City Manager or designee may authorize special assignment pay not to exceed pay grade maximum, when an employee is assigned additional duties that are significantly outside of their normal job responsibilities for at least fifteen (15) days. When the special assignment is discontinued, an employee's compensation shall revert to the salary previously paid prior to such assignment.
- (7) Employees in step based pay plans may receive step increases on a schedule as determined by City Manager or designee.
- (8) All pay changes or adjustments shall become effective on the first day of the respective pay period that follows the approval of the City Manager or designee, unless otherwise specified. If the approval date and the first day of the respective pay period coincide, the adjustment shall become effective on that date.
- (9) In the event that the federal or state minimum wage rate is higher than the minimum of the pay grade, all employees will be paid at least the federal or state minimum wage rate, whichever is greater.
- (10) When the minimum pay rate in a pay grade for any Division of Social Services classification is below the minimum salary mandated for that classification by the Commonwealth of Virginia, the City Manager or designee shall increase the compensation to the Commonwealth-specified minimum salary.
- (11) The City Manager or designee may disburse funds in support of a pay-for-performance initiative.

Section 7. Inclusiveness of Specified Compensation

The rates of compensation specified in these regulations and the other tables, appendices and attachments to the Compensation Plan ordinance, for the positions with the classifications listed

constitute the total monetary compensation of the regular, full-time employees and officers holding such positions as members of the classified or unclassified service and of those holding them as members of neither service (e.g., special project employees). Also, to the extent funds are available, the City Manager or designee may provide payment and/or reimbursement of monies authorized in advance and incurred as an incident of employment related to attraction, retention, motivation and/or development.

The following additional compensation for Council Appointees are as follows:

(1) The City Manager:

- (a) the use of a City car or to receive a monthly car allowance of \$833.33. If the car allowance is elected, that supplemental pay shall be counted as earnable compensation for the calculation of retirement pension benefits;
- (b) a contribution in the amount of \$24,500 to the City Manager's section 401 account;
- (c) payment of health, dental and vision insurance premium costs;
- (d) payment of disability insurance premium costs;
- (e) payment of mandated Virginia Retirement System life insurance premium costs;
- (f) enrollment fees for membership into three professional organizations; and
- (g) severance payment, in addition to payout of leave balances, if involuntarily terminated for any reason other than malfeasance or a criminal offense, in the following amounts: if terminated during the first two years of employment, one year of severance pay at current rate; if terminated during the third year or any time thereafter, nine months of severance pay at current rate.

(2) The City Attorney:

- (a) the use of a City car or to receive an annual car allowance of \$10,000 paid bi-weekly at an approximate rate of \$384.61. This supplemental pay shall be counted as earnable compensation for the calculation of retirement pension benefits;
- (b) a contribution into a 457 account in an amount equal to the maximum allowable, including "catch up" contributions and cost of living adjustments. Such contributions will be considered earnable compensation for the calculation of retirement pension benefits. All such contributions shall be payable in their entirety on or before January 1, 2023.
- (c) As legal counsel to the police and fire-rescue departments, the City Attorney shall have a retirement determined by subsection (p) of City Code Section 37-61, which in accordance with Section 143 of the Norfolk City Charter cannot be reduced to the extent it has accrued.

Section 8. New Hire Compensation

(1) Every person whose position is included within a classification listed in this Compensation Plan, shall be employed at the minimum rate of the pay grade established for the classification, except as otherwise provided, subject to the availability of funds.

In the case of a new appointee whose experience and qualifications exceed the minimum qualifications for the position:

- A department director may authorize an initial salary up to 15% above the minimum of the pay range for the position.
- The Director of Human Resources may authorize an initial salary up to the midpoint of the pay range.
- The City Manager or designee may authorize a salary beyond the midpoint of the pay range.
- The City Council, in cases of persons whose appointments it confirms, may authorize employment at any rate in such pay grade.

(2) Persons initially employed in Special Project status who move to a permanent position of the same title and grade in the classified service pursuant to the rules and with the approval of the Civil Service Commission, shall have no change in compensation.

Section 9. Overtime and Related Provisions

(A) General Provisions

(1) No employee shall be entitled to or shall receive any additional monetary compensation or shall be granted any compensatory time off for hours of work in excess of the standard work day, as defined in Section 2-47 of the City Code, except as provided herein.

(2) For the purposes of determining eligibility for compensation for overtime work, City employees are assigned to two eligibility categories:

(a) Non-Exempt – Employees, who under the FLSA, are required to receive monetary compensation or compensatory time for overtime work in accordance with the FLSA:

- at the rate of one and one-half times their regular rate of pay, or compensatory time equal to one and one-half times the number of hours actually worked in excess of 40 hours in a work week; or
- in the case of fire protection and law enforcement personnel on a work period between 7 and 28 days, at a rate established pursuant to 29 U.S.C. §207(k) of the Federal Code and §9.1-701 of the Virginia Code.

(b) Exempt - Employees who are exempt from the FLSA and are not eligible to receive either monetary overtime compensation or compensatory time off for overtime work.

(3) Non-exempt employees will be eligible for monetary overtime compensation or compensatory time off when, by reason of necessity or emergency, they are required to work in excess of 40 hours per week, or for fire protection and law enforcement personnel, in excess of the rate established pursuant to 29 U.S.C. §207(k) of the Federal Code and §9.1-701 of the Virginia Code.

(a) All periods of paid leave should be counted towards eligibility of overtime for sworn public safety employees.

(b) Paid time off will not be counted as hours worked toward achieving eligibility for overtime status for non-sworn employees in accordance with the Fair Labor Standards Act.

(4) Department heads or their designees are authorized to approve overtime work for non-exempt employees. An agreement between department heads or their designees and the individual employee must be reached prior to performance of overtime work, if compensatory time is to be given in lieu of monetary overtime.

(5) Compensatory time is subject to the following limits:

(a) Eligible non-sworn employees may not accrue more than 240 hours of compensatory time (160 hours of actual overtime worked). Employees who have accrued 240 hours of compensatory time off will be paid monetary overtime for additional overtime hours of work.

(b) Sworn employees may not accrue more than 480 hours of compensatory time (320 hours of actual overtime worked). Sworn employees who have accrued 480 hours of compensatory time off will be paid monetary overtime for additional overtime hours of work.

(c) Non-exempt employees who have accumulated overtime may request compensatory time off and such compensatory time off shall be granted within a reasonable period of time, so long as it does not unduly disrupt the affected Department's operation.

(d) Employees shall be paid for unused compensatory time earned at a rate not less than (i) the average regular rate received by the employee during the last 3 years of employment, or (ii) the final regular rate received by the employee, whichever is higher upon termination of employment.

(e) Upon request by a department head, the City Manager or designee may authorize payment of monetary overtime, if determined that an allowance of compensatory time off would adversely affect the operations of the City, and when funds are available.

(6) General non-exempt employees assigned to a designated task system of operation are ineligible for overtime during the performance of their designated tasks unless:

(a) The designated task requires more than 8 hours of work in any one day or more than 10 hours of work in any one work day for employees assigned to a 4-day, 10-hour per day work week; or

(b) Employees have completed their designated tasks for the day and are assigned additional tasks; or

(c) They are required to work in excess of 40 hours in a work week.

(d) The designated tasks for each employee operating under a task system shall be set forth in writing by the Department Head.

(e) Employees performing overtime work as defined in this paragraph shall be entitled to monetary overtime or compensatory time off for each hour they are required to perform such work, in accordance with the regulations set forth in this plan.

(B) Training

(1) When state and/or federally mandated recertification training requirements cannot be accommodated during scheduled work periods, and when this circumstance has been certified, in writing, by the Director of Human Resources, employees may be granted off-duty training time, on an hour for hour basis, including the taking of the final examination, that can only be offered to them by management during off-duty hours. Such time will not be extended to include travel time. Non-exempt fire-rescue employees required to participate in state-mandated Advanced Life Support recertification training will only be eligible to receive this compensation once every three years, in

accordance with Virginia Department of Health, Office of Emergency Medical Services recertification periods.

(2) Training required by the employer as part of an employee's normal assignments, other than training required for state and/or federal recertification, shall be considered as hours worked, and any overtime hours necessitated by such requirement shall be paid for in accordance with the FLSA and regulations herein.

(C) Official Holidays

In all cases where employees are required to work on any designated holiday, the following provisions will apply.

(1) Non-exempt employees will receive monetary compensation equal to one and one-half times the hourly pay rate established for their classification (except for the birthday holiday and diversity holiday). In addition, these employees will be granted time off, equal to hours actually worked during their normally scheduled work hours, in lieu of the holiday; provided, however, that Refuse Collectors, Refuse Collection Supervisors, Refuse Inspectors and Waterworks Operator classifications may choose a holiday leave credit day or monetary pay (at straight time) for holidays designated by the department's Director, subject to the availability of funds for monetary pay. The extra hourly payments for holiday work will not be included in computing the employee's regular rate of pay for overtime computation purposes in accordance with the FLSA. Employees required to work on their birthday holiday and/or the diversity holiday will be compensated at the pay rate established for their classification.

(2) Exempt employees receive holiday leave credit equivalent to hours actually worked up to their regularly scheduled work hours.

(3) Holiday leave credit for holiday service must be used within twelve (12) months from the holiday for which it is granted. Upon the request of a Department Head, the City Manager may authorize monetary payment for holiday leave credit.

(4) When an employee's normal weekly work schedule includes a Saturday or a Sunday, and a designated holiday falls on a scheduled weekend work day, the holiday shall be observed by such employee on the actual work day on which it occurs, rather than on the preceding Friday or the Monday thereafter.

(5) Holiday leave credit earned in accordance with these regulations pertaining to holidays may only be used after the occurrence of the holiday.

(6) An employee may receive only one holiday premium during any given holiday (24-hour period).

(D) Special Provisions for Emergency Declarations

The City Manager may determine that an emergency situation merits the modification or suspension of basic City services and is authorized to take such action and provide paid emergency leave to non-essential personnel and additional appropriate compensation or leave to employees required to work during this period. Any such declarations made by the City Manager shall be immediately shared with the City Council.

(E) Special Provisions for Specific Job Classifications

(1) Whenever an eligible employee, not working a regular tour of duty, is required to appear in court for the purpose of testifying on behalf of the Commonwealth of Virginia or the City of Norfolk, or to give a deposition in lieu of appearing, to testify to the facts which arise within the scope of his or her employment with the City of Norfolk, such employee shall receive monetary overtime compensation equal to one and one-half times the hourly rate of pay established for such classifications for each hour he or she is required to be present in such court or at such proceeding. The minimum time for which such overtime compensation shall be payable will be one hour and payment after the first hour will be computed in increments of 15 minutes. The extra half-time payment for such appearances shall not be included in computing the employee's regular rate of pay for overtime computation purposes in accordance with the FLSA. Such employees who are required to appear for any of the above purposes who are on sick leave or receiving worker's compensation because of a work-related disability shall not be entitled to such overtime compensation.

(2) Whenever an employee who is absent from duty on leave without pay status or on suspension, is required by the City to appear in a civil or criminal court, or at a hearing before an agency of the Commonwealth of Virginia, or to give a deposition in lieu of appearing, to testify to facts which arise within the scope of his or her employment with the City of Norfolk, such employees shall receive compensation equal to the hourly rate of pay established for such classifications for each hour he or she is required to be present in such court or at such proceeding. Such employees shall not be entitled to overtime compensation for such appearances.

(3) Whenever a former employee of the City is required by the City to appear in a civil or criminal court, or at a hearing before an agency of the Commonwealth of Virginia, or to give a deposition in lieu of appearing or for discovery purposes, by subpoena or otherwise, to testify to facts which arose within the scope of his or her employment with the City, such former employee shall receive an hourly stipend of ten dollars (\$10.00) for every hour or any part thereof required to appear.

Section 10. Part-Time Employment

Employees holding positions who work fewer hours than full-time employees will receive compensation proportionate to their hours worked within such classification.

Section 11. Promotions and Reclassifications

(1) Promotional salaries must be at or above the minimum of the new pay grade. When an employee is promoted through a competitive process, the Department Head may authorize a promotional salary up to fifteen percent (15%) above the current salary. The City Manager or designee may authorize a higher promotional percentage, in cases of business necessity, where an employee's experience and qualifications exceed the minimum qualifications of the position.

(2) Promoted sworn police employees will receive a salary at least five percent (5%) above the former salary or the minimum of the new pay grade, whichever is greater.

(3) In no event shall an employee's salary, promoted under this sub-section, exceed the maximum of the new pay grade.

(4) An employee who is promoted in place to a classification having a higher minimum pay range will receive at least the minimum of the new pay range. If the position is reclassified to a classification in the same pay range, the employee's salary will remain unchanged. If the position is

reclassified to a classification having a lower minimum pay range, the employee's salary will be reduced by five percent (5%) or to a level within the new range not to exceed the maximum.

Automatic Reclassifications within the following job class series shall receive a pay increase in accordance with approved specified schedules:

- Animal Caretaker I to Animal Caretaker II
- Benefit Programs Specialist I to Benefit Programs Specialist II
- Budget & Policy Analyst I to Budget & Policy Analyst II
- Citizen Service Advisor Trainee to Citizen Service Advisor III
- City Planner Associate through City Planner III
- City Planning Technician to City Planning Technician, Senior
- Civil Engineer I through Civil Engineer III
- Compensation & Staffing Analyst I to Compensation & Staffing Analyst II (HR only)
- Construction Inspector I to Construction Inspector II
- Employee Relations Analyst I to Employee Relations Analyst II (HR only)
- Environmental Specialist I to Environmental Specialist II
- Event Coordinator I to Event Coordinator, Senior
- Multimedia Communications Specialist I to Multimedia Communications Specialist II
- Public Safety Intern through Firefighter-EMT-Paramedic
- Police Recruit to Police Officer
- Procurement Specialist I through Procurement Specialist III
- Public Safety Telecommunicator I through Public Safety Telecommunicator II
- Real Estate Appraiser I through Real Estate Appraiser III
- Refuse Collector I to Refuse Collector II
- Senior Accountant I through Senior Accountant III (Finance only)
- Traffic Maintenance Technician I through Traffic Maintenance Technician III
- Traffic Sign Fabricator I to Traffic Sign Fabricator II
- Traffic Signal Technician I through Traffic Signal Technician IV
- Waterworks Operator I through Waterworks Operator IV
- Zoning Inspector I through Zoning Inspector III

All promotions and reclassifications are effective on the first day of the respective pay period that follows the approval of the Civil Service Commission, City Manager or designee, unless otherwise specified. If the approval date and the first day of the respective pay period coincide, the promotion or reclassification shall become effective on that date.

Section 12. Regrading of Job Classes

(1) When a job classification is assigned to a higher pay grade (regrade), the incumbent's salary shall be increased to the minimum pay rate of the new pay grade.

(2) If an incumbent's salary exceeds the minimum rate of the new pay grade, the salary may be increased by a percentage determined by the City Manager or Director of Human Resources.

Section 13. Reinstatement

An employee reinstated to a previously held position may be reinstated to the salary earned at the time of separation.

Section 14. Additional Compensation

(1) Supplemental compensation authorized by this section and the attached Supplemental Pay, Bonus and Incentive Appendices will be included in calculating the regular rate of pay of non-exempt employees, as required by the FLSA.

(2) Only permanent employees are eligible for supplemental compensation, unless otherwise indicated.

(3) During any part of a month when an employee is absent from duty on leave without pay status, or is on suspension without pay, such employee shall not be entitled to be credited with or to receive any special duty pay authorized herein for the portion of the month for which the employee is not receiving pay as noted above.

(4) No special duty pay will be considered in the computation of salary increases to which an employee is eligible due to promotion, reclassification, annual increments, or merit pay adjustments.

(5) Special duty pay is not considered as a promotion or reclassification, and will not alter an employee's classification or pay grade.

(6) Permanent employees who are regularly required to perform service at night, shall receive their normal compensation plus a sum equal to ten percent (10%) of the pay rate as established. Such additional compensation shall only be paid to employees working a fixed shift where one-half or more of the employee's regular working hours are scheduled after 5:00 p.m. and shall not be paid to sworn members of the Departments of Fire-Rescue and Police nor the Department of Emergency Preparedness and Response (EPR). In addition, employees working a rotating shift or a shift which otherwise requires them to periodically work at night are excluded. A fixed shift basis of employment is one in which the regular working hours are identical each working day for a period of not less than 90 calendar days. A rotating shift is one in which the hours of work fluctuate on a regular basis or irregular basis.

(7) Employees in classifications assigned to certain duties and meeting specified criteria, shall receive the indicated supplement amounts as described in the attached Supplemental Pay Appendices.

(8) The following supplements are included in the calculation of retirement credit for sworn employees:

- (a) Education Pay
- (b) Senior and Master Police Officer
- (c) Gun allowance (Fire-Rescue)

(9) Sworn fire-rescue personnel designated as Master Firefighter who meet and maintain service and performance requirements specified in the Standard Operating Procedures for obtaining the Master Firefighter designation will receive compensation, in addition to their regular pay rate, authorized in the respective General Order and approved by the City Manager acting as Director of Public Safety.

Section 15. On-Call

(1) On-call status applies to all hours other than an employee's regularly scheduled work hours on weekdays and 24 hours on Saturday and on Sunday. An employee scheduled for on-call who is on approved sick leave (due to illness) or annual leave for a full day would not be eligible for on-call on that day.

(2) Non-exempt employees whose positions are approved by the City Manager for additional compensation for serving in an on-call status will be paid, in addition to their regular pay rates, according to one, and only one, of the following:

- (a) \$133.00 for each full weekly period of assigned on-call duty;
- (b) \$154.00 for each full weekly period of assigned on-call duty, if any holiday designated in City Code Section 2-48 occurs within that week;
- (c) \$19.00 for each full day of on-call duty; or
- (d) \$40.00 for any holiday designated in City Code Section 2-48.

(3) Employees designated in on-call status on a holiday or for any full week in which a holiday falls may receive only one on-call premium, pursuant to either but not both subsection (2) (b) or (2) (d) above.

(4) Employees that are members of the Emergency Shelter Strike team are eligible for on-call status and shall receive \$19.00 for each full day of on-call duty.

Section 16. Temporary Acting Service

(1) Whenever a classified employee is assigned, by the City Manager or designee to serve in a temporary acting capacity in a higher pay grade but still classified, such employee, during the period of such service, shall receive compensation of at least 15% of their current salary or the minimum rate of the new classification, whichever is greater; or as provided under (2).

(2) If the classified employee is assigned to serve in a temporary acting capacity in an unclassified position during the period of such service the employee shall receive compensation of at least 15% of their current salary or the minimum rate of the new classification, whichever is greater.

(3) Whenever members of the unclassified service are assigned to serve in a temporary acting capacity in a higher pay grade, the employee shall receive compensation of at least 15% of their current salary or the minimum of the new classification, whichever is greater. The City Manager in their sole discretion may authorize the salary of the employee to be at any specific dollar amount within the pay grade assigned to such classification.

(4) When temporary acting service is discontinued, an employee's compensation shall revert to the employee's previous salary including general wage adjustments that would have been applicable.

(5) Temporary Acting Service, for classified employees, shall be no longer than 180 days unless approved by the Civil Service Commission. In no event shall such service be permitted for longer than two years.

Section 17. Transfers and Reassignments

An employee transferred or reassigned to a position in the same pay grade will receive no change in salary.

Section 18. Leave Payout

(1) Remaining accrued annual leave (up to the carryover limit specified) for an employee who has left City service will be paid as part of the normal payroll schedule.

(2) Any remaining annual leave (up to the carryover limit specified) may be requested as payout following a period of pre-disciplinary leave or disciplinary suspension of at least thirty (30) days. Requests for a lump sum payout must be submitted in writing to the Department of Human Resources.

Section 19. Severance Pay

(1) The City Manager, with reasonable discretion, may award severance pay to any non-probationary member of the classified or unclassified service of the City separated due to a reduction in force (RIF).

(2) The City Manager, with reasonable discretion, may award severance pay to any member of the unclassified service of the City separated due to a desired change in leadership.

(3) An employee will not be eligible for severance pay if the employee is being let go due to charges of nonfeasance, misfeasance or malfeasance in office.

(4) Payments for severance pay will be in the form of a lump sum payment.

(5) This severance pay shall be in addition to any salary or leave compensation to which such employee may be entitled through the actual date of separation but will not be considered annual earnable compensation included in their average final compensation calculation for retirement purposes. This severance policy does not and shall not create employment or compensation rights.

(6) The City Manager or designee shall exercise this discretion within the following limitations, including available funding:

| Months of Service | Severance Pay (at normal pay rate) |
|--|---|
| General and Public Safety Employees | |
| 0 to 24 months | Salary for 2 pay periods |
| 25 to 59 months | Salary equal to 4 pay periods |
| 60 months or more | Salary equal to 6 pay periods |
| Department Heads | |
| 0 to 24 months | Salary equal to 8 pay periods |
| 25 months or more | Salary equal to 12 pay periods |

| Chief Deputy and Deputy City Managers | |
|---------------------------------------|--------------------------------|
| 0 to 24 months | Salary equal to 14 pay periods |
| 25 months or more | Salary equal to 18 pay periods |

Section 20. Corrections

When reported errors or mistakes in the application of the compensation plan are verified by the Director of Human Resources, the City Manager or designee will determine the appropriate corrective action. Pending the City Manager's approval, the Director of Human Resources will take immediate action to prevent continued overpayment or underpayment of any salary.

Appendix 1 - Job Assignment Supplements

Employees in the following departments and classifications assigned to the following duties and meeting the specified criteria, shall receive the indicated supplement amounts, in addition to their regular pay rates:

| Department/Division | Job Class(es) | Supplement Amount | Other Information |
|---|---|--|---|
| Cultural Facilities, Arts & Entertainment | Operations and Engineering staff (nonexempt) | \$25/day for each consecutive day (full shift) worked beyond the initial 7-day period | Must have initially worked a full shift for seven consecutive days to assist with change overs or other operational requirements for events or shows |
| OEPR | Public Safety Telecommunicator II | 5% of regular pay rate | Public Safety Master Telecommunicator |
| General Services | <ul style="list-style-type: none"> Electrician I Electrician II Plumber Plumber, Senior | \$0.50 per hour for Master Journeyman License | |
| General Services/Fleet Management | <ul style="list-style-type: none"> Automotive Repair Technician Automotive Repair Technician, Senior Autobody Repair Mechanic Autobody Repair Mechanic, Senior Automotive Machinist Welder | \$42/month | Tool allowance |
| General Services/Fleet Management | <ul style="list-style-type: none"> Autobody Repair Mechanic Automotive Repair Technician Automotive Service Attendant Automotive Repair Technician, Senior <i>(ineligible for VA State Inspection supplement)</i> Autobody Repair Mechanic, Senior Welder | <ul style="list-style-type: none"> \$0.10 per hour for each automotive Certification currently held; up to 9 \$0.25 per hour for each EVT / Master Certification; maximum of 2 \$0.25 per hour for successfully completing the State Inspection program | Automotive Service Excellence (ASE) Certification Emergency Vehicle Technician (EVT)/Master Certification Virginia State Inspection Certification |
| General Services/Parking | Parking Attendants and Customer Service Reps | \$25/shift | For non-special event 24/7 automated lane coverage 9:30pm – 6:00am Sunday through Friday and 11:00pm – 7:30am Saturday |

Attachment: Exhibit C - Supplements, Bonus, and Incentive Appendices - FY 23 (Compensation Plan - FY'23)

Supplemental Pay, Bonus and Incentive Appendices

| Department/Division | Job Class(es) | Supplement Amount | Other Information |
|-------------------------------------|--|---|--|
| Human Services/DSS | <ul style="list-style-type: none"> Family Services Worker I, II and III Family Services Supervisor | \$150/month | Assigned to provide mandated child protective services |
| Norfolk Community Services Board | Qualified Staff as determined by Department Director | \$150/assessment | Assessment – Child |
| Norfolk Community Services Board | Qualified Staff as determined by Department Director | \$60/assessment | Assessment - Adult |
| Norfolk Community Services Board | Registered Nurse | \$65 per two hour block when over standard work hours (applies to PFT and PPT) | Nurses and Nurse Practitioners are needed for critical coverage. Supervisor must approve work assignment and time beyond standard work hours |
| Norfolk Community Services Board | Qualified Staff as determined by Department Director | \$50 per two hour block | Exempt staff with specialized skills or credentials needed for critical coverage. Supervisor must approve work assignment and hours beyond regular work shift |
| Police | School Crossing Guard | Minimum one hour's pay per shift | |
| Various City departments | Plans 1 & 2, Non-exempt staff | \$50 per five hour block beyond regular work shift | Special Event Pay: Supervisor must approve time beyond regular work shift |
| Public Works/Waste Management | Refuse Collector Apprentice | \$32/week | While temporarily assigned to operate refuse packers which are designed for crews of less than three persons |
| Public Works/Waste Management | Refuse Collector, Senior | 5% of regular pay rate | For the duration of assignment to the household hazardous waste collection site to handle, prepare, and package specific materials (must have OSHA HAZWOPER certification) |
| Parks & Recreation/Parks & Forestry | Maintenance Mechanic II & III | \$42/month | Tool allowance |
| Parks & Recreation | Lifeguard (Beach Lifeguard/Captain Beach Lifeguard/Lieutenant) | <ul style="list-style-type: none"> Additional \$4.00 per hour while acting as Beach Lifeguard Captain Additional \$3.00 per hour while acting as Beach Lifeguard Lieutenant | Supervising seasonal part-time Lifeguards from May through Labor Day |
| Utilities | Assigned Wastewater Pump Station staff | Additional 10% of hourly rate for duration of assignment | For each full day of duty providing wet well cleaning and maintenance |
| Utilities | Assigned Water Distribution and Wastewater staff | 10% of regular pay rate | Permanent shift assignment of Friday through Monday |

Attachment: Exhibit C - Supplements, Bonus, and Incentive Appendices - FY 23 (Compensation Plan - FY'23)

Supplemental Pay, Bonus and Incentive Appendices

| Department/Division | Job Class(es) | Supplement Amount | Other Information |
|--------------------------|---|---|---|
| Various City Departments | Department Heads | \$230.77 per pay period (\$6,000 annual stipend over 26 pay periods) | The car allowance shall be counted as earnable compensation for the calculation of retirement pension benefits. |
| City Manager's Office | Deputy City Managers | \$307.69 per pay period (\$8,000 annual stipend over 26 pay periods) | The car allowance shall be counted as earnable compensation for the calculation of retirement pension benefits. |
| Various City departments | Various | \$30 per hour during training | Trainers certified by department and training required by the department |
| Various City Departments | Staff holding a Commercial Driver's License (CDL) | \$192.30 per pay period (\$5,000/annual stipend) | Classification Specifications where a CDL is required for the job |
| Various City Departments | Staff as determined by Department Director | \$192.30 per pay period (\$5,000/annual stipend) | Must complete skills assessment administered by CivicLab and complete the training program to obtain Data Certification |

Supplemental Pay, Bonus and Incentive Appendices

Appendix 2 - Fire Supplements

Sworn fire-rescue personnel assigned to the following special duty assignments shall receive the specified amounts, in addition to their regular pay rates, for the duration of such assignments:

| Assignment | Amount | Eligibility | Other Information |
|------------------------------|------------|-------------|---|
| Battalion Chief Aide | \$80/month | As assigned | For duration of assignment |
| Equipment Service Technician | \$80/month | As assigned | For duration of assignment |
| Fire Apparatus Operator | \$80/month | As assigned | For duration of assignment |
| Investigator/Dog Handler | \$70/month | As assigned | For duration of assignment; stipend to defray dog care-related expenses; not included in calculation of regular rate of pay, consistent with FLSA |

Sworn fire-rescue personnel eligible for the following supplements shall receive the specified amounts, in addition to their regular pay rates for the duration of such assignments:

| Supplements | Amount | Eligibility | Other Information |
|---|---------------------------|--|--|
| <ul style="list-style-type: none"> Acting Fire Lieutenant Acting Fire Captain Acting Assistant Fire Marshall Acting Battalion Chief Acting Assistant Chief Fire/Field Training Instructor | \$1.00/hour | As assigned | For duration of assignment |
| <ul style="list-style-type: none"> Acting Fire Apparatus Operator Acting Battalion Chief Aide | \$4.00 per 12-hour period | As assigned | 12 day-time or 12 night-time hours |
| Acting Hazmat and Technical Rescue Company | 5% of regular pay rate | Completion of training and as assigned | For duration of assignment |
| Firearm Allowance | \$100/month | <ul style="list-style-type: none"> Chief assigned as Fire Marshal Captain(s) assigned to the Fire Marshal's office Assistant Fire Marshal(s) Fire Inspector(s) | Must be certified as law enforcement officers and required to carry a firearm on their persons when off duty, for the duration of such assignments |
| HAZMAT and Technical Rescue Company | 5% of regular pay rate | Completion of training and formal assignment to applicable company | For duration of assignment |
| Fire-Rescue Officer (Current VA-certified EMT-Intermediate) | \$117/month | <ul style="list-style-type: none"> Fire Lieutenants Fire Captains Battalion Fire Chiefs | Employees must be sanctioned by the City of Norfolk Medical Director to |

Effective July 1, 2022

FY 2023 Compensation Plan

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Attachment: Exhibit C - Supplements, Bonus, and Incentive Appendices - FY 23 (Compensation Plan - FY'23)

Supplemental Pay, Bonus and Incentive Appendices

| Supplements | Amount | Eligibility | Other Information |
|--|-------------|--|---|
| | | <ul style="list-style-type: none"> Assistant Fire Marshal | practice as EMT-Intermediate and must be directly involved in: <ol style="list-style-type: none"> 1) providing "hands-on" emergency medical care to patients; or 2) direct supervision of certified emergency medical services staff involved in the delivery of patient care; or 3) providing classroom or practical instruction in Virginia Health Department curricula for Emergency medical Certification or recertification training |
| Fire-Rescue Officer (Current VA-certified as EMT-Paramedic) | \$292/month | <ul style="list-style-type: none"> Fire Lieutenants Fire Captains Battalion Fire Chiefs Assistant Fire Marshal | Employees must be sanctioned by the City of Norfolk Medical Director to practice as EMT-Paramedic and must be directly involved in: <ol style="list-style-type: none"> 1) Providing "hands-on" emergency medical care to patients; or 2) Direct supervision of Certified emergency Medical services staff involved in the delivery of patient care; or 3) Providing classroom or practical instruction in Virginia Health Department curricula for emergency medical Certification or recertification training |
| Education Pay | \$42/month | Assistant Fire Chief rank or below | <ul style="list-style-type: none"> Associate's or Bachelor's Degree in any program certified by the Chief of Fire-Rescue as relevant to the performance of the employee's position. Limited to one supplement, regardless of the number of degrees. |
| Honor Guard | \$42/month | As Assigned | For duration of assignment |

Attachment: Exhibit C - Supplements, Bonus, and Incentive Appendices - FY 23 (Compensation Plan - FY'23)

Supplemental Pay, Bonus and Incentive Appendices

Appendix 3 - Police Supplements

Sworn police officers assigned to the following special duty assignments shall receive the specified amounts, in addition to their regular pay rates, for the duration of such assignments:

| Assignment | Amount | Eligibility | Other Information |
|---------------------------------|-------------|--|---|
| Field Training Instructor | \$300/month | Police Officers as assigned | For duration of assignment |
| Investigator | \$80/month | Police Captains and below assigned to the Investigative Services Bureau and the Office of Professional Standards | For duration of assignment |
| • Police K-9 Officer | \$80/month | Police Sergeants and below assigned to the Investigative Services Bureau and Field Operations Bureau with the responsibility of handling a police working dog | For duration of assignment; stipend to defray dog care-related expenses; not included in calculation of regular rate of pay, consistent with FLSA |
| • Homeland Security | \$80/month | Police Captains and below assigned to the Homeland Security Division <ul style="list-style-type: none"> • Special Operations Team • Dive Team • Traffic Fatality Team • Bomb Squad | For duration of assignment |
| Master Police Officer | \$500/month | Police Officers in accordance with General Order ADM-350 (limited to current MPOs) | Program ends with attrition of existing MPOs |
| Honor Guard | \$42/month | Police Captains and below as assigned | For duration of assignment |
| Hostage/Crisis Negotiation Team | \$42/month | Police Captains and below as assigned | For duration of assignment |

Sworn police officers eligible for the following supplements shall receive the specified amounts, in addition to their regular pay rates for the duration of such assignments:

| Supplements | Amount | Eligibility | Other Information |
|---------------|------------|--|---|
| Bilingual pay | \$42/month | Police Captain and below certified as having applicable language skills (other than English) | Supplement to assist NPD in serving populations |

Supplemental Pay, Bonus and Incentive Appendices

| | | | |
|--------------------|------------|--|--|
| Clothing Allowance | \$80/month | Police Captain and below assigned to an Investigative Services Bureau function | Stipend to defray clothing-related expenses; not included in calculation of regular rate of pay, consistent with FLSA |
| Education pay | \$42/month | Police Captain and below | <ul style="list-style-type: none"> Associate's or Bachelor's degree from an accredited college or university in any program certified by the Chief of Police as relevant to the performance of the employee's position. Limited to no more than one supplement, regardless of the number of degrees. |

Appendix 4 – Bonuses and Incentives

| Supplements | Amount | Eligibility | Other Information |
|------------------------------------|---|--|--|
| Benefit Programs Specialist Series | \$1,450 one-time payment | <ul style="list-style-type: none"> Must be hired after July 1, 2014 Must have completed two (2) years of service | The two (2) years of service must have been completed in the Benefit Programs Specialist I or II classifications and must be continuous. |
| Public Safety Partnership Program | \$10,000 over three years. Payment schedule to be determined by City Manager. | Police Officers who served as Public Safety Interns | Must have completed both the Public Safety Partnership Program and the Norfolk Police Academy as well as all obligations specified in the program documents. |
| Explore Norfolk | Incentive amount and payment schedule to be determined by the City Manager | City Manager Fellows and eligible classifications based on criteria determined by the City Manager. | This incentive will be utilized to assist with the recruitment of highly qualified candidates. |

Alphabetical Classification Listing
Effective July 1, 2022

5.2.d

| Job Code | Classification Title | Plan | Grade | Minimum | Maximum | Job Code | Group | Unclassified |
|----------|--|------|-------|------------|------------|----------|-------|--------------|
| SC0028 | 811 Food Service Manager | SHC | 10 | \$ 40,974 | \$ 65,134 | SC0028 | | U |
| SC0029 | 811 Food Service Worker | SHC | 5 | \$ 38,190 | \$ 61,104 | SC0029 | | U |
| 500713 | Account Representative | 1 | 7 | \$ 37,940 | \$ 61,842 | 500713 | | |
| 100151 | Accountant I | 1 | 11 | \$ 42,870 | \$ 69,955 | 100151 | | |
| 100152 | Accountant II | 1 | 12 | \$ 46,583 | \$ 75,967 | 100152 | | |
| 100153 | Accountant III | 1 | 13 | \$ 50,243 | \$ 81,924 | 100153 | | |
| 100154 | Accountant IV | 1 | 14 | \$ 54,652 | \$ 90,395 | 100154 | | |
| 100455 | Accountant V | 1 | 16 | \$ 63,193 | \$ 103,030 | 100455 | | |
| 100186 | Accounting Manager | 1 | 17 | \$ 67,512 | \$ 110,179 | 100186 | | |
| 100180 | Accounting Manager, Senior | 1 | 18 | \$ 72,173 | \$ 117,688 | 100180 | | |
| 800515 | Accounting Supervisor | 1 | 14 | \$ 54,652 | \$ 90,395 | 800515 | | |
| 800017 | Accounting Technician I | 1 | 6 | \$ 37,690 | \$ 61,435 | 800017 | | |
| 800019 | Accounting Technician II | 1 | 7 | \$ 37,940 | \$ 61,842 | 800019 | | |
| 800030 | Accounting Technician III | 1 | 8 | \$ 38,190 | \$ 62,250 | 800030 | | |
| 100158 | Accounts Payable Manager (Finance only) | 1 | 18 | \$ 72,173 | \$ 117,688 | 100158 | | |
| 100160 | Accounts Receivable Manager (Finance only) | 1 | 18 | \$ 72,173 | \$ 117,688 | 100160 | | |
| 100197 | Administrative Analyst | 1 | 13 | \$ 50,243 | \$ 81,924 | 100197 | | |
| CC0007 | Administrative Assistant - CC | CCC | 5 | \$ 48,478 | \$ 77,495 | CC0007 | C | U |
| CA0004 | Administrative Assistant - CWA | CWA | 3 | \$ 39,440 | \$ 63,104 | CA0004 | C | U |
| 800027 | Administrative Assistant I | 1 | 9 | \$ 38,440 | \$ 62,657 | 800027 | | |
| 500706 | Administrative Assistant II | 1 | 10 | \$ 38,690 | \$ 63,065 | 500706 | | |
| 500001 | Administrative Manager | 1 | 15 | \$ 59,164 | \$ 96,734 | 500001 | | |
| CC0006 | Administrative Manager - CC | CCC | 6 | \$ 58,623 | \$ 93,720 | CC0006 | C | U |
| CR0005 | Administrative Manager - COR | COR | 5 | \$ 62,553 | \$ 99,998 | CR0005 | C | U |
| TR0003 | Administrative Manager - TR | TRO | 5 | \$ 62,553 | \$ 99,998 | TR0003 | C | U |
| 800001 | Administrative Technician | 1 | 7 | \$ 37,940 | \$ 61,842 | 800001 | | |
| 300620 | Animal Caretaker | 1 | 4 | \$ 37,440 | \$ 61,027 | 300620 | | |
| 300646 | Animal Caretaker, Senior | 1 | 5 | \$ 37,440 | \$ 61,027 | 300646 | | |
| 700902 | Animal Registrar | 1 | 9 | \$ 38,440 | \$ 62,657 | 700902 | | |
| 800505 | Applications Analyst | 1 | 14 | \$ 54,652 | \$ 90,395 | 800505 | | |
| 200546 | Applications Development Team Supervisor | 1 | 17 | \$ 67,512 | \$ 110,179 | 200546 | | |
| CC0013 | Applications Manager - CC | CCC | 8 | \$ 72,299 | \$ 127,247 | CC0013 | C | U |
| 900005 | Architect I | 1 | 13 | \$ 50,243 | \$ 81,924 | 900005 | | |
| 100174 | Architect II | 1 | 16 | \$ 63,193 | \$ 103,030 | 100174 | | |
| 100175 | Architect III | 1 | 17 | \$ 67,512 | \$ 110,179 | 100175 | | |
| 100470 | Architect IV | 1 | 18 | \$ 72,173 | \$ 117,688 | 100470 | | |
| 100177 | Archivist | 1 | 11 | \$ 42,870 | \$ 69,955 | 100177 | | |
| 100284 | Arts Manager | 1 | 15 | \$ 59,164 | \$ 96,734 | 100284 | S | U |
| 600801 | Asphalt Plant Operator I | 1 | 8 | \$ 38,190 | \$ 62,250 | 600801 | | |
| 600802 | Asphalt Plant Operator II | 1 | 9 | \$ 38,440 | \$ 62,657 | 600802 | | |
| 100900 | Assessment Support Technician | 1 | 8 | \$ 38,190 | \$ 62,250 | 100900 | | |
| 700904 | Assistant Animal Services Supervisor | 1 | 11 | \$ 42,870 | \$ 69,955 | 700904 | | |
| 000059 | Assistant Chief Of Police | 5 | 10 | \$ 111,487 | \$ 138,984 | 000059 | | |
| 100181 | Assistant City Attorney I | 1 | 16 | \$ 63,193 | \$ 103,030 | 100181 | L | U |
| 100182 | Assistant City Attorney II | 1 | 18 | \$ 72,173 | \$ 117,688 | 100182 | L | U |
| 100183 | Assistant City Attorney III | 1 | 20 | \$ 81,443 | \$ 132,805 | 100183 | L | U |
| 100477 | Assistant City Auditor / Audit Analyst | 1 | 13 | \$ 50,243 | \$ 81,924 | 100477 | | U |
| 100415 | Assistant City Auditor I | 1 | 10 | \$ 38,690 | \$ 63,065 | 100415 | | U |
| 100416 | Assistant City Auditor II | 1 | 14 | \$ 54,652 | \$ 90,395 | 100416 | | U |
| 800023 | Assistant City Clerk / Support Technician | 1 | 5 | \$ 37,440 | \$ 61,027 | 800023 | | U |
| 000088 | Assistant City Engineer | 1 | 19 | \$ 76,620 | \$ 124,607 | 000088 | | |
| 000034 | Assistant City Surveyor | 1 | 15 | \$ 59,164 | \$ 96,734 | 000034 | | |
| CA0012 | Assistant Commonwealth's Attorney I | CWA | 9 | \$ 61,576 | \$ 97,906 | CA0012 | C | U |
| CA0013 | Assistant Commonwealth's Attorney II | CWA | 10 | \$ 68,844 | \$ 109,459 | CA0013 | C | U |
| CA0014 | Assistant Commonwealth's Attorney III | CWA | 11 | \$ 78,394 | \$ 124,646 | CA0014 | C | U |
| 000013 | Assistant Director | 1 | 21 | \$ 85,059 | \$ 141,549 | 000013 | S | U |
| 000804 | Assistant Facilities Maintenance Manager | 1 | 17 | \$ 67,512 | \$ 110,179 | 000804 | | |
| 300601 | Assistant Fire Chief | 5 | 10 | \$ 111,487 | \$ 138,984 | 300601 | | |
| 200407 | Assistant Fire Marshal | 5 | 6 | \$ 57,591 | \$ 87,319 | 200407 | | |

Attachment: Exhibit D - Alpha Class List (Compensation Plan - FY'23)

Alphabetical Classification Listing
Effective July 1, 2022

5.2.d

| Job Code | Classification Title | Plan | Grade | Minimum | Maximum | Job Code | Group | Unclassified |
|----------|---|------|-------|-----------|------------|----------|-------|--------------|
| 000020 | Assistant Fleet Maintenance Manager | 1 | 15 | \$ 59,164 | \$ 96,734 | 000020 | | |
| SC0012 | Assistant Inmate Classification Manager | SHC | 11 | \$ 45,174 | \$ 71,810 | SC0012 | C | U |
| SC0007 | Assistant Procurement Specialist | SHC | 9 | \$ 39,190 | \$ 62,704 | SC0007 | C | U |
| 000027 | Assistant Streets Engineer | 1 | 15 | \$ 59,164 | \$ 96,734 | 000027 | | |
| 000029 | Assistant Superintendent of Utility Division | 1 | 17 | \$ 67,512 | \$ 110,179 | 000029 | | |
| 000026 | Assistant Superintendent of Waste Management | 1 | 16 | \$ 63,193 | \$ 103,030 | 000026 | | |
| 700901 | Assistant Supervisor of Animal Services | 1 | 12 | \$ 46,583 | \$ 75,967 | 700901 | | |
| 100426 | Assistant to the City Manager | 1 | 20 | \$ 81,443 | \$ 132,805 | 100426 | E | U |
| 100428 | Assistant to the City Manager, Senior | 1 | 21 | \$ 85,059 | \$ 141,549 | 100428 | E | U |
| 700958 | Athletics Groundskeeper | 1 | 7 | \$ 37,940 | \$ 61,842 | 700958 | | |
| 100200 | Auditor I | 1 | 12 | \$ 46,583 | \$ 75,967 | 100200 | | |
| 100201 | Auditor II | 1 | 14 | \$ 54,652 | \$ 90,395 | 100201 | | |
| 100202 | Auditor Supervisor | 1 | 16 | \$ 63,193 | \$ 103,030 | 100202 | | |
| 600807 | Autobody Repair Mechanic | 1 | 7 | \$ 37,940 | \$ 61,842 | 600807 | | |
| 600808 | Autobody Repair Mechanic, Senior | 1 | 9 | \$ 38,440 | \$ 62,657 | 600808 | | |
| 600817 | Automotive Mechanic | 1 | 10 | \$ 38,690 | \$ 63,065 | 600817 | | |
| 600813 | Automotive Operations Manager | 1 | 13 | \$ 50,243 | \$ 81,924 | 600813 | | |
| 800044 | Automotive Repair Technician | 1 | 10 | \$ 38,690 | \$ 63,065 | 800044 | | |
| 800045 | Automotive Repair Technician, Senior | 1 | 12 | \$ 46,583 | \$ 75,967 | 800045 | | |
| 600821 | Automotive Service Attendant | 1 | 8 | \$ 38,190 | \$ 62,250 | 600821 | | |
| 100850 | Automotive Service Writer | 1 | 11 | \$ 42,870 | \$ 69,955 | 100850 | | |
| 300609 | Battalion Fire Chief | 5 | 9 | \$ 93,487 | \$ 128,490 | 300609 | | |
| 800015 | Benefit Programs Specialist I | 1 | 9 | \$ 38,440 | \$ 62,657 | 800015 | | |
| 100198 | Benefit Programs Specialist II | 1 | 11 | \$ 42,870 | \$ 69,955 | 100198 | | |
| 100199 | Benefit Programs Specialist, Senior | 1 | 12 | \$ 46,583 | \$ 75,967 | 100199 | | |
| 200540 | Benefit Programs Supervisor | 1 | 13 | \$ 50,243 | \$ 81,924 | 200540 | | |
| 200560 | Benefit Programs Supervisor, Senior | 1 | 14 | \$ 54,652 | \$ 90,395 | 200560 | | |
| 100159 | Box Office Manager | 1 | 13 | \$ 50,243 | \$ 81,924 | 100159 | | |
| 100205 | Box Office Supervisor | 1 | 9 | \$ 38,440 | \$ 62,657 | 100205 | | |
| 200454 | Bridge Inspection Supervisor | 1 | 13 | \$ 50,243 | \$ 81,924 | 200454 | | |
| 700905 | Bridge Maintenance Supervisor | 1 | 13 | \$ 50,243 | \$ 81,924 | 700905 | | |
| 800033 | Broadcast Production Assistant | 1 | 5 | \$ 37,440 | \$ 61,027 | 800033 | | |
| 101453 | Budget & Policy Analyst I (Budget only) | 1 | 13 | \$ 50,243 | \$ 81,924 | 101453 | | |
| 101454 | Budget & Policy Analyst II (Budget only) | 1 | 14 | \$ 54,652 | \$ 90,395 | 101454 | | |
| 100452 | Budget & Policy Analyst, Senior (Budget only) | 1 | 16 | \$ 63,193 | \$ 103,030 | 100452 | | U |
| 100215 | Budget & Policy Manager (Budget only) | 1 | 20 | \$ 81,443 | \$ 132,805 | 100215 | | U |
| 100454 | Budget Technician | 1 | 9 | \$ 38,440 | \$ 62,657 | 100454 | | |
| 700903 | Building / Equipment Maintenance Supervisor | 1 | 11 | \$ 42,870 | \$ 69,955 | 700903 | | |
| 000095 | Building Commissioner | 1 | 20 | \$ 81,443 | \$ 132,805 | 000095 | S | U |
| 100460 | Bureau Manager | 1 | 18 | \$ 72,173 | \$ 117,688 | 100460 | S | U |
| H00041 | Business Analyst | 2 | H5 | \$ 29.00 | \$ 72.25 | H00041 | | |
| 100325 | Business Development Analyst, Principal | 1 | 18 | \$ 72,173 | \$ 117,688 | 100325 | S | U |
| 100191 | Business Development Consultant | 1 | 13 | \$ 50,243 | \$ 81,924 | 100191 | | |
| 100192 | Business Development Manager | 1 | 16 | \$ 63,193 | \$ 103,030 | 100192 | S | U |
| 100324 | Business Development Manager, Senior | 1 | 17 | \$ 67,512 | \$ 110,179 | 100324 | S | U |
| 100323 | Business Manager | 1 | 13 | \$ 50,243 | \$ 81,924 | 100323 | | |
| 100603 | Business Process Automation Manager (Budget only) | 1 | 18 | \$ 72,173 | \$ 117,688 | 100603 | | |
| 100870 | Capacity Analyst | 1 | 13 | \$ 50,243 | \$ 81,924 | 100870 | | |
| 600824 | Carpenter I | 1 | 8 | \$ 38,190 | \$ 62,250 | 600824 | | |
| 600825 | Carpenter II | 1 | 9 | \$ 38,440 | \$ 62,657 | 600825 | | |
| 100503 | Case Manager I | 1 | 7 | \$ 37,940 | \$ 61,842 | 100503 | | |
| 100484 | Case Manager II | 1 | 9 | \$ 38,440 | \$ 62,657 | 100484 | | |
| 100485 | Case Manager III | 1 | 11 | \$ 42,870 | \$ 69,955 | 100485 | | |
| 100486 | Case Manager IV | 1 | 12 | \$ 46,583 | \$ 75,967 | 100486 | | |
| 100169 | Cash & Investments Analyst | 1 | 13 | \$ 50,243 | \$ 81,924 | 100169 | | |
| 100170 | Cash & Investments Analyst, Senior (Finance only) | 1 | 14 | \$ 54,652 | \$ 90,395 | 100170 | | |
| CC0011 | Cashier - CC | CCC | 2 | \$ 38,440 | \$ 61,504 | CC0011 | C | U |
| 100860 | CCTV Technician | 1 | 11 | \$ 42,870 | \$ 69,955 | 100860 | | |
| 700906 | Cemetery Manager I | 1 | 6 | \$ 37,690 | \$ 61,435 | 700906 | | |

Attachment: Exhibit D - Alpha Class List (Compensation Plan - FY'23)

Alphabetical Classification Listing
Effective July 1, 2022

5.2.d

| Job Code | Classification Title | Plan | Grade | Minimum | Maximum | Job Code | Group | Unclassified |
|----------|--------------------------------------|------|-------|------------|------------|----------|-------|--------------|
| 700907 | Cemetery Manager II | 1 | 9 | \$ 38,440 | \$ 62,657 | 700907 | | |
| CR0006 | Chief Deputy - COR | COR | 6 | \$ 72,299 | \$ 127,247 | CR0006 | C | U |
| TR0012 | Chief Deputy - TR | TRO | 6 | \$ 72,299 | \$ 127,247 | TR0012 | C | U |
| CC0002 | Chief Deputy Circuit Court | CCC | 8 | \$ 72,299 | \$ 127,247 | CC0002 | C | U |
| 100282 | Chief Deputy City Attorney | 1 | 27 | \$ 129,933 | \$ 223,375 | 100282 | L | U |
| 100419 | Chief Deputy City Auditor | 1 | 18 | \$ 72,173 | \$ 117,688 | 100419 | | U |
| 100278 | Chief Deputy City Clerk | 1 | 15 | \$ 59,164 | \$ 96,734 | 100278 | | U |
| 000004 | Chief Deputy City Manager | 1 | 27 | \$ 129,933 | \$ 223,375 | 000004 | E | U |
| CA0016 | Chief Deputy Commonwealth's Attorney | CWA | 13 | \$ 102,360 | \$ 162,753 | CA0016 | C | U |
| 200421 | Chief Deputy Real Estate Assessor | 1 | 20 | \$ 81,443 | \$ 132,805 | 200421 | S | U |
| 000072 | Chief Information Officer | 1 | 24 | \$ 99,446 | \$ 170,515 | 000072 | E | U |
| 800650 | Chief Marketing Officer | 1 | 24 | \$ 99,446 | \$ 170,515 | 800650 | E | U |
| 000815 | Chief Medical Officer | 1 | 29 | N/R | N/R | 000815 | S | U |
| 800701 | Chief of Construction Operations | 1 | 16 | \$ 63,193 | \$ 103,030 | 800701 | | |
| 000066 | Chief of Fire-Rescue | 1 | 25 | \$ 107,381 | \$ 181,445 | 000066 | E | U |
| 000816 | Chief of Nursing | 1 | 16 | \$ 63,193 | \$ 103,030 | 000816 | | |
| 000040 | Chief of Police | 1 | 25 | \$ 107,381 | \$ 181,445 | 000040 | E | U |
| 000817 | Chief of Staff | 1 | 24 | \$ 99,446 | \$ 170,515 | 000817 | E | U |
| 600830 | Chief Operating Engineer | 1 | 16 | \$ 63,193 | \$ 103,030 | 600830 | | |
| 800600 | Chief Park Ranger | 1 | 12 | \$ 46,583 | \$ 75,967 | 800600 | | |
| 100800 | Chief Procurement Officer | 1 | 21 | \$ 85,059 | \$ 141,549 | 100800 | E | U |
| 000005 | Chief Resilience Officer | 1 | 24 | \$ 99,446 | \$ 170,515 | 000005 | E | U |
| 100234 | Chief Training Officer-CES | 1 | 12 | \$ 46,583 | \$ 75,967 | 100234 | | |
| 800028 | Chief Waterworks Operator | 1 | 14 | \$ 54,652 | \$ 90,395 | 800028 | | |
| 500714 | Citizen Service Advisor I | 1 | 6 | \$ 37,690 | \$ 61,435 | 500714 | | |
| 500715 | Citizen Service Advisor II | 1 | 7 | \$ 37,940 | \$ 61,842 | 500715 | | |
| 500716 | Citizen Service Advisor III | 1 | 9 | \$ 38,440 | \$ 62,657 | 500716 | | |
| 500717 | Citizen Service Advisor Trainee | 1 | 5 | \$ 37,440 | \$ 61,027 | 500717 | | |
| 000110 | City Assessor | 1 | 29 | N/R | N/R | 000110 | CA | U |
| 000042 | City Attorney | 1 | 29 | N/R | N/R | 000042 | CA | U |
| 000044 | City Auditor | 1 | 20 | \$ 81,443 | \$ 132,805 | 000044 | CA | U |
| 000046 | City Clerk | 1 | 22 | \$ 89,372 | \$ 150,294 | 000046 | CA | U |
| 200545 | City Coastal Engineer | 1 | 21 | \$ 85,059 | \$ 141,549 | 200545 | | U |
| 100480 | City Controller | 1 | 20 | \$ 81,443 | \$ 132,805 | 100480 | S | U |
| 100479 | City Economist | 1 | 18 | \$ 72,173 | \$ 117,688 | 100479 | | |
| 000049 | City Engineer | 1 | 21 | \$ 85,059 | \$ 141,549 | 000049 | S | U |
| 700910 | City Forester | 1 | 15 | \$ 59,164 | \$ 96,734 | 700910 | | |
| 100311 | City Historian | 1 | 12 | \$ 46,583 | \$ 75,967 | 100311 | | |
| 000050 | City Manager | 1 | 29 | N/R | N/R | 000050 | CA | U |
| 200429 | City Planner Associate | 1 | 11 | \$ 42,870 | \$ 69,955 | 200429 | | |
| 100248 | City Planner I | 1 | 12 | \$ 46,583 | \$ 75,967 | 100248 | | |
| 100249 | City Planner II | 1 | 13 | \$ 50,243 | \$ 81,924 | 100249 | | |
| 100467 | City Planner III | 1 | 14 | \$ 54,652 | \$ 90,395 | 100467 | | |
| 100250 | City Planning Manager | 1 | 18 | \$ 72,173 | \$ 117,688 | 100250 | S | U |
| 200425 | City Planning Technician | 1 | 10 | \$ 38,690 | \$ 63,065 | 200425 | | |
| 200426 | City Planning Technician, Senior | 1 | 11 | \$ 42,870 | \$ 69,955 | 200426 | | |
| 100379 | City Safety Officer | 1 | 16 | \$ 63,193 | \$ 103,030 | 100379 | | |
| 100252 | City Surveyor | 1 | 18 | \$ 72,173 | \$ 117,688 | 100252 | S | U |
| 100233 | City Transportation Engineer | 1 | 20 | \$ 81,443 | \$ 132,805 | 100233 | S | U |
| TR0013 | City Treasurer | TRO | 7 | N/R | N/R | TR0013 | C | U |
| 100162 | City Wellness Coordinator | 1 | 13 | \$ 50,243 | \$ 81,924 | 100162 | | |
| 000148 | CivicLab Director | 1 | 21 | \$ 85,059 | \$ 141,549 | 000148 | | U |
| 100255 | Civil Engineer I | 1 | 14 | \$ 54,652 | \$ 90,395 | 100255 | | |
| 100256 | Civil Engineer II | 1 | 15 | \$ 59,164 | \$ 96,734 | 100256 | | |
| 100257 | Civil Engineer III | 1 | 16 | \$ 63,193 | \$ 103,030 | 100257 | | |
| 100258 | Civil Engineer IV | 1 | 17 | \$ 67,512 | \$ 110,179 | 100258 | | |
| 100259 | Civil Engineer V | 1 | 18 | \$ 72,173 | \$ 117,688 | 100259 | | |
| SC0030 | Civilian Court Security Screener | SHC | 5 | \$ 38,190 | \$ 61,104 | SC0030 | | U |
| CC0001 | Clerk of the Circuit Court | CCC | 9 | N/R | N/R | CC0001 | C | U |

Attachment: Exhibit D - Alpha Class List (Compensation Plan - FY'23)

Alphabetical Classification Listing
Effective July 1, 2022

5.2.d

| Job Code | Classification Title | Plan | Grade | Minimum | Maximum | Job Code | Group | Unclassified |
|----------|--|------|-------|-----------|------------|----------|-------|--------------|
| 100517 | Clinical Coordinator | 1 | 14 | \$ 54,652 | \$ 90,395 | 100517 | | |
| SC0044 | Clinical Mental Health Professional | SHC | 13 | \$ 49,805 | \$ 79,171 | SC0044 | | U |
| 100518 | Clinical Supervisor | 1 | 15 | \$ 59,164 | \$ 96,734 | 100518 | | |
| 100487 | Clinician | 1 | 13 | \$ 50,243 | \$ 81,924 | 100487 | | |
| 200485 | Codes Enforcement Team Leader | 1 | 14 | \$ 54,652 | \$ 90,395 | 200485 | | |
| 800046 | Codes Records & Research Manager | 1 | 14 | \$ 54,652 | \$ 90,395 | 800046 | | |
| 800006 | Codes Specialist | 1 | 10 | \$ 38,690 | \$ 63,065 | 800006 | | |
| 800489 | Codes Specialist, Senior | 1 | 11 | \$ 42,870 | \$ 69,955 | 800489 | | |
| 100262 | Collection Coordinator | 1 | 11 | \$ 42,870 | \$ 69,955 | 100262 | | |
| CR0007 | Commissioner of the Revenue | COR | 7 | N/R | N/R | CR0007 | C | U |
| CA0017 | Commonwealth's Attorney | CWA | 14 | N/R | N/R | CA0017 | C | U |
| 101346 | Communications Account Manager | 1 | 17 | \$ 67,512 | \$ 110,179 | 101346 | | |
| 000116 | Community Assessment Team Coordinator | 1 | 11 | \$ 42,870 | \$ 69,955 | 000116 | | |
| 500784 | Compensation & Staffing Analyst I (HR only) | 1 | 13 | \$ 50,243 | \$ 81,924 | 500784 | | |
| 500785 | Compensation & Staffing Analyst II (HR only) | 1 | 14 | \$ 54,652 | \$ 90,395 | 500785 | | |
| 500786 | Compensation & Staffing Analyst Senior (HR only) | 1 | 15 | \$ 59,164 | \$ 96,734 | 500786 | | |
| 500787 | Compensation & Staffing Manager (HR only) | 1 | 17 | \$ 67,512 | \$ 110,179 | 500787 | | U |
| 200552 | Compliance Inspector | 1 | 10 | \$ 38,690 | \$ 63,065 | 200552 | | |
| 400550 | Compliance Specialist | 1 | 9 | \$ 38,440 | \$ 62,657 | 400550 | | |
| CC0004 | Comptroller - CC | CCC | 7 | \$ 62,553 | \$ 99,998 | CC0004 | C | U |
| 200432 | Computer Operations Supervisor | 1 | 13 | \$ 50,243 | \$ 81,924 | 200432 | | |
| 200461 | Construction Inspector I | 1 | 9 | \$ 38,440 | \$ 62,657 | 200461 | | |
| 200462 | Construction Inspector II | 1 | 11 | \$ 42,870 | \$ 69,955 | 200462 | | |
| 200463 | Construction Inspector III | 1 | 12 | \$ 46,583 | \$ 75,967 | 200463 | | |
| 100488 | Consumer Relations Specialist | 1 | 13 | \$ 50,243 | \$ 81,924 | 100488 | | |
| 000082 | Contract & Program Administrator | 1 | 14 | \$ 54,652 | \$ 90,395 | 000082 | | |
| 000805 | Contract Administrator | 1 | 14 | \$ 54,652 | \$ 90,395 | 000805 | | |
| 100370 | Contract Monitoring Specialist | 1 | 11 | \$ 42,870 | \$ 69,955 | 100370 | | |
| 700912 | Cook | 1 | 4 | \$ 37,440 | \$ 61,027 | 700912 | | |
| SC0019 | Corrections Director | SHC | 16 | \$ 56,531 | \$ 89,866 | SC0019 | C | U |
| SC0031 | Counselor - SC | SHC | 8 | \$ 38,940 | \$ 62,304 | SC0031 | | U |
| 100502 | Counselor I | 1 | 7 | \$ 37,940 | \$ 61,842 | 100502 | | |
| 100489 | Counselor II | 1 | 9 | \$ 38,440 | \$ 62,657 | 100489 | | |
| 100490 | Counselor III | 1 | 11 | \$ 42,870 | \$ 69,955 | 100490 | | |
| 100491 | Counselor IV | 1 | 12 | \$ 46,583 | \$ 75,967 | 100491 | | |
| 400651 | Creative Designer & Production Manager | 1 | 12 | \$ 46,583 | \$ 75,967 | 400651 | | |
| 700914 | Crew Leader I | 1 | 9 | \$ 38,440 | \$ 62,657 | 700914 | | |
| 700915 | Crew Leader II | 1 | 10 | \$ 38,690 | \$ 63,065 | 700915 | | |
| 800660 | Crime Analyst | 1 | 12 | \$ 46,583 | \$ 75,967 | 800660 | | |
| 800670 | Crime Analyst, Senior | 1 | 13 | \$ 50,243 | \$ 81,924 | 800670 | | |
| 200531 | Cross-Connection Specialist | 1 | 8 | \$ 38,190 | \$ 62,250 | 200531 | | |
| 200532 | Cross-Connection Specialist, Senior | 1 | 10 | \$ 38,690 | \$ 63,065 | 200532 | | |
| 100272 | Curator | 1 | 12 | \$ 46,583 | \$ 75,967 | 100272 | | |
| 700920 | Custodian | 1 | 2 | \$ 37,440 | \$ 61,027 | 700920 | | |
| 700919 | Custodian, Senior | 1 | 4 | \$ 37,440 | \$ 61,027 | 700919 | | |
| 800610 | Customer Service Manager | 1 | 18 | \$ 72,173 | \$ 117,688 | 800610 | S | U |
| 800018 | Customer Service Representative | 1 | 5 | \$ 37,440 | \$ 61,027 | 800018 | | |
| 800609 | Customer Service Supervisor | 1 | 13 | \$ 50,243 | \$ 81,924 | 800609 | | |
| 100699 | Data Analyst | 1 | 16 | \$ 63,193 | \$ 103,030 | 100699 | | U |
| 500718 | Data Processor | 1 | 4 | \$ 37,440 | \$ 61,027 | 500718 | | |
| 200445 | Data Quality Control Analyst | 1 | 7 | \$ 37,940 | \$ 61,842 | 200445 | | |
| 200443 | Data Quality Control Manager | 1 | 9 | \$ 38,440 | \$ 62,657 | 200443 | | |
| 100700 | Data Scientist | 1 | 18 | \$ 72,173 | \$ 117,688 | 100700 | | U |
| 100273 | Database Administrator | 1 | 16 | \$ 63,193 | \$ 103,030 | 100273 | | |
| 000270 | Database Manager | 1 | 18 | \$ 72,173 | \$ 117,688 | 000270 | | |
| 100411 | Debt Management Specialist I | 1 | 14 | \$ 54,652 | \$ 90,395 | 100411 | | |
| 100418 | Debt Management Specialist II | 1 | 15 | \$ 59,164 | \$ 96,734 | 100418 | | |
| 100414 | Debt Manager | 1 | 18 | \$ 72,173 | \$ 117,688 | 100414 | | |
| 100481 | Demographer | 1 | 14 | \$ 54,652 | \$ 90,395 | 100481 | | |

Attachment: Exhibit D - Alpha Class List (Compensation Plan - FY'23)

Alphabetical Classification Listing
Effective July 1, 2022

5.2.d

| Job Code | Classification Title | Plan | Grade | Minimum | Maximum | Job Code | Group | Unclassified |
|----------|--|------|-------|------------|------------|----------|-------|--------------|
| 000092 | Deputy Building Commissioner | 1 | 15 | \$ 59,164 | \$ 96,734 | 000092 | | |
| 000038 | Deputy Chief of Police | 1 | 22 | \$ 89,372 | \$ 150,294 | 000038 | | U |
| 100275 | Deputy City Attorney I | 1 | 23 | \$ 94,232 | \$ 160,131 | 100275 | L | U |
| 100276 | Deputy City Attorney II | 1 | 24 | \$ 99,446 | \$ 170,515 | 100276 | L | U |
| 100277 | Deputy City Attorney III | 1 | 25 | \$ 107,381 | \$ 181,445 | 100277 | L | U |
| 100279 | Deputy City Attorney, Senior | 1 | 26 | \$ 118,145 | \$ 205,186 | 100279 | L | U |
| 100417 | Deputy City Auditor | 1 | 16 | \$ 63,193 | \$ 103,030 | 100417 | | U |
| 100431 | Deputy City Auditor II | 1 | 17 | \$ 67,512 | \$ 110,179 | 100431 | | U |
| 100425 | Deputy City Clerk / Administrative Analyst I | 1 | 14 | \$ 54,652 | \$ 90,395 | 100425 | | U |
| 100420 | Deputy City Clerk / Assistant to the Mayor | 1 | 11 | \$ 42,870 | \$ 69,955 | 100420 | | U |
| 100473 | Deputy City Clerk / Executive Assistant to the Mayor | 1 | 20 | \$ 81,443 | \$ 132,805 | 100473 | | U |
| 500773 | Deputy City Clerk / Secretary | 1 | 9 | \$ 38,440 | \$ 62,657 | 500773 | | U |
| 500768 | Deputy City Clerk / Secretary to the Mayor | 1 | 12 | \$ 46,583 | \$ 75,967 | 500768 | | U |
| 500764 | Deputy City Clerk / Senior Secretary | 1 | 10 | \$ 38,690 | \$ 63,065 | 500764 | | U |
| 500772 | Deputy City Clerk / Stenographic Reporter | 1 | 8 | \$ 38,190 | \$ 62,250 | 500772 | | U |
| 000002 | Deputy City Manager | 1 | 26 | \$ 118,145 | \$ 205,186 | 000002 | E | U |
| 000006 | Deputy City Manager of Public Safety | 1 | 26 | \$ 118,145 | \$ 205,186 | 000006 | E | U |
| CC0010 | Deputy Clerk I - CC | CCC | 1 | \$ 37,440 | \$ 59,904 | CC0010 | C | U |
| CC0009 | Deputy Clerk II - CC | CCC | 2 | \$ 38,440 | \$ 61,504 | CC0009 | C | U |
| CC0014 | Deputy Clerk III - CC | CCC | 3 | \$ 39,440 | \$ 63,104 | CC0014 | C | U |
| CA0015 | Deputy Commonwealth's Attorney | CWA | 12 | \$ 91,975 | \$ 146,241 | CA0015 | C | U |
| 300606 | Deputy Fire Chief | 5 | 11 | \$ 113,071 | \$ 140,958 | 300606 | | U |
| 200470 | Deputy Fire Marshal | 5 | 7 | \$ 67,674 | \$ 100,104 | 200470 | | |
| CR0001 | Deputy I - COR | COR | 1 | \$ 37,440 | \$ 59,904 | CR0001 | C | U |
| TR0005 | Deputy I - TR | TRO | 1 | \$ 37,440 | \$ 59,904 | TR0005 | C | U |
| CR0002 | Deputy II - COR | COR | 2 | \$ 41,776 | \$ 72,854 | CR0002 | C | U |
| TR0006 | Deputy II - TR | TRO | 2 | \$ 41,776 | \$ 72,854 | TR0006 | C | U |
| CR0003 | Deputy III - COR | COR | 3 | \$ 49,904 | \$ 82,507 | CR0003 | C | U |
| TR0007 | Deputy III - TR | TRO | 3 | \$ 45,571 | \$ 82,507 | TR0007 | C | U |
| TR0010 | Deputy IV - TR | TRO | 4 | \$ 58,623 | \$ 93,720 | TR0010 | C | U |
| 200571 | Deputy Real Estate Assessor | 1 | 18 | \$ 72,173 | \$ 117,688 | 000110 | CA | U |
| 100203 | Deputy Registrar / Elections Administrator | 1 | 15 | \$ 59,164 | \$ 96,734 | 100203 | | U |
| SS0002 | Deputy Sheriff | 5 | 3 | \$ 47,073 | \$ 71,415 | SS0002 | C | U |
| SS0007 | Deputy Sheriff (Captain) | 5 | 8 | \$ 83,085 | \$ 114,194 | SS0007 | C | U |
| SS0010 | Deputy Sheriff (Colonel) | 5 | 11 | \$ 113,071 | \$ 140,958 | SS0010 | C | U |
| SS0009 | Deputy Sheriff (Lieutenant Colonel) | 5 | 9 | \$ 93,487 | \$ 128,490 | SS0009 | C | U |
| SS0006 | Deputy Sheriff (Lieutenant) | 5 | 6 | \$ 57,591 | \$ 87,319 | SS0006 | C | U |
| SS0003 | Deputy Sheriff (Master) | 5 | 5 | \$ 56,377 | \$ 85,478 | SS0003 | C | U |
| SS0001 | Deputy Sheriff (Recruit) | 5 | 1 | \$ 43,260 | \$ 43,260 | SS0001 | C | U |
| SS0004 | Deputy Sheriff (Senior) | 5 | 4 | \$ 52,105 | \$ 79,002 | SS0004 | C | U |
| SS0005 | Deputy Sheriff (Sergeant) | 5 | 5 | \$ 56,377 | \$ 85,478 | SS0005 | C | U |
| 100461 | Design & Rehabilitation Consultant, Senior | 1 | 14 | \$ 54,652 | \$ 90,395 | 100461 | | |
| 100474 | Design/Construction Project Manager, Senior | 1 | 17 | \$ 67,512 | \$ 110,179 | 100474 | | |
| 800049 | Detention Center Assistant Superintendent | 1 | 14 | \$ 54,652 | \$ 90,395 | 800049 | | |
| 100244 | Detention Center Superintendent | 1 | 20 | \$ 81,443 | \$ 132,805 | 100244 | S | U |
| 800048 | Detention Center Supervisor | 1 | 12 | \$ 46,583 | \$ 75,967 | 800048 | | |
| 500725 | Direct Support Professional I | 1 | 5 | \$ 37,440 | \$ 61,027 | 500725 | | |
| 500726 | Direct Support Professional II | 1 | 6 | \$ 37,690 | \$ 61,435 | 500726 | | |
| 000575 | Director of Budget & Strategic Planning | 1 | 24 | \$ 99,446 | \$ 170,515 | 000575 | E | U |
| 000075 | Director of City Planning | 1 | 24 | \$ 99,446 | \$ 170,515 | 000075 | E | U |
| 000054 | Director of Communications | 1 | 24 | \$ 99,446 | \$ 170,515 | 000054 | E | U |
| CA0011 | Director of Communications - CWA | CWA | 8 | \$ 55,132 | \$ 88,210 | CA0011 | C | U |
| 000065 | Director of Cultural Facilities, Arts, & Entertainment | 1 | 24 | \$ 99,446 | \$ 170,515 | 000065 | E | U |
| 000067 | Director of Development | 1 | 24 | \$ 99,446 | \$ 170,515 | 000067 | E | U |
| 000111 | Director of Elections | 1 | 22 | \$ 89,372 | \$ 150,294 | 000111 | | U |
| 000068 | Director of Finance | 1 | 24 | \$ 99,446 | \$ 170,515 | 000068 | E | U |
| 000069 | Director of General Services | 1 | 24 | \$ 99,446 | \$ 170,515 | 000069 | E | U |
| 000146 | Director of Housing and Community Development | 1 | 24 | \$ 99,446 | \$ 170,515 | 000146 | E | U |
| 000070 | Director of Human Resources | 1 | 24 | \$ 99,446 | \$ 170,515 | 000070 | E | U |

Attachment: Exhibit D - Alpha Class List (Compensation Plan - FY'23)

Alphabetical Classification Listing
Effective July 1, 2022

5.2.d

| Job Code | Classification Title | Plan | Grade | Minimum | Maximum | Job Code | Group | Unclassified |
|----------|---|------|-------|-----------|------------|----------|-------|--------------|
| 000071 | Director of Human Services | 1 | 24 | \$ 99,446 | \$ 170,515 | 000071 | E | U |
| 000023 | Director of Information Technology | 1 | 24 | \$ 99,446 | \$ 170,515 | 000023 | E | U |
| 000073 | Director of Libraries | 1 | 24 | \$ 99,446 | \$ 170,515 | 000073 | E | U |
| 000084 | Director of Maritime Center | 1 | 24 | \$ 99,446 | \$ 170,515 | 000084 | E | U |
| 000074 | Director of Neighborhood Development | 1 | 24 | \$ 99,446 | \$ 170,515 | 000074 | E | U |
| 000076 | Director of Public Works | 1 | 24 | \$ 99,446 | \$ 170,515 | 000076 | E | U |
| 000081 | Director of Recreation, Parks, & Open Space | 1 | 24 | \$ 99,446 | \$ 170,515 | 000081 | E | U |
| 000145 | Director of St. Paul's Transformation | 1 | 24 | \$ 99,446 | \$ 170,515 | 000145 | E | U |
| 000056 | Director of the Office of Emergency Preparedness & Response | 1 | 24 | \$ 99,446 | \$ 170,515 | 000056 | E | U |
| 000142 | Director of the Virginia Zoological Park | 1 | 24 | \$ 99,446 | \$ 170,515 | 000142 | E | U |
| 000118 | Director of Transit | 1 | 24 | \$ 99,446 | \$ 170,515 | 000118 | E | U |
| 000077 | Director of Utilities | 1 | 24 | \$ 99,446 | \$ 170,515 | 000077 | E | U |
| 100295 | Disability Case Manager | 1 | 12 | \$ 46,583 | \$ 75,967 | 100295 | | |
| 000147 | Diversity, Equity, and Inclusion Officer | 1 | 24 | \$ 99,446 | \$ 170,515 | 000147 | | U |
| 100465 | Division Head | 1 | 16 | \$ 63,193 | \$ 103,030 | 100465 | S | U |
| 100492 | Early Childhood Special Educator | 1 | 14 | \$ 54,652 | \$ 90,395 | 100492 | | |
| 100456 | Economic & Policy Analyst | 1 | 13 | \$ 50,243 | \$ 81,924 | 100456 | | |
| 100457 | Economic & Policy Analyst, Senior | 1 | 15 | \$ 59,164 | \$ 96,734 | 100457 | | |
| 100449 | Economic Forecast Specialist (Budget only) | 1 | 18 | \$ 72,173 | \$ 117,688 | 100449 | | U |
| 100525 | Economic Inclusion Manager (DEI Only) | 1 | 16 | \$ 63,193 | \$ 103,030 | 100525 | | U |
| 100526 | Economic Inclusion Manager, Senior (DEI Only) | 1 | 17 | \$ 67,512 | \$ 110,179 | 100526 | | U |
| 100245 | Education Manager | 1 | 14 | \$ 54,652 | \$ 90,395 | 100245 | | |
| SC0013 | Education Program Manager | SHC | 11 | \$ 45,174 | \$ 71,810 | SC0013 | C | U |
| SC0008 | Education Programs Specialist | SHC | 10 | \$ 40,974 | \$ 65,134 | SC0008 | C | U |
| 800010 | Education Specialist | 1 | 7 | \$ 37,940 | \$ 61,842 | 800010 | | |
| H00004 | Election Aide | 2 | H2 | \$ 15.75 | \$ 29.25 | H00004 | | |
| 800011 | Election Assistant I | 1 | 5 | \$ 37,440 | \$ 61,027 | 800011 | | U |
| 500759 | Election Assistant II | 1 | 6 | \$ 37,690 | \$ 61,435 | 500759 | | U |
| 800009 | Election Assistant III | 1 | 7 | \$ 37,940 | \$ 61,842 | 800009 | | U |
| 500760 | Election Assistant IV | 1 | 9 | \$ 38,440 | \$ 62,657 | 500760 | | U |
| 600834 | Electrician I | 1 | 6 | \$ 37,690 | \$ 61,435 | 600834 | | |
| 600835 | Electrician II | 1 | 10 | \$ 38,690 | \$ 63,065 | 600835 | | |
| 600836 | Electrician III | 1 | 11 | \$ 42,870 | \$ 69,955 | 600836 | | |
| 600837 | Electrician IV | 1 | 12 | \$ 46,583 | \$ 75,967 | 600837 | | |
| SC0005 | Electronic Surveillance Supervisor | SHC | 7 | \$ 38,690 | \$ 61,904 | SC0005 | C | U |
| 600840 | Electronics Technician I | 1 | 9 | \$ 38,440 | \$ 62,657 | 600840 | | |
| 600841 | Electronics Technician II | 1 | 11 | \$ 42,870 | \$ 69,955 | 600841 | | |
| 100493 | Emergency Services Counselor | 1 | 13 | \$ 50,243 | \$ 81,924 | 100493 | | |
| 500788 | Employee Relations Analyst I (HR only) | 1 | 13 | \$ 50,243 | \$ 81,924 | 500788 | | |
| 500789 | Employee Relations Analyst II (HR only) | 1 | 14 | \$ 54,652 | \$ 90,395 | 500789 | | |
| 500790 | Employee Relations Analyst, Senior (HR only) | 1 | 15 | \$ 59,164 | \$ 96,734 | 500790 | | |
| 500791 | Employee Relations Manager (HR only) | 1 | 17 | \$ 67,512 | \$ 110,179 | 500791 | | U |
| 700922 | Engineering Aide | 1 | 4 | \$ 37,440 | \$ 61,027 | 700922 | | |
| 000085 | Engineering Manager | 1 | 20 | \$ 81,443 | \$ 132,805 | 000085 | S | U |
| 200437 | Engineering Technician I | 1 | 10 | \$ 38,690 | \$ 63,065 | 200437 | | |
| 200438 | Engineering Technician II | 1 | 11 | \$ 42,870 | \$ 69,955 | 200438 | | |
| 200439 | Engineering Technician III | 1 | 12 | \$ 46,583 | \$ 75,967 | 200439 | | |
| 200440 | Engineering Technician IV | 1 | 13 | \$ 50,243 | \$ 81,924 | 200440 | | |
| 100297 | Enterprise Controller | 1 | 16 | \$ 63,193 | \$ 103,030 | 100297 | | |
| 100299 | Environmental Engineer | 1 | 14 | \$ 54,652 | \$ 90,395 | 100299 | | |
| 700991 | Environmental Health Assistant I | 1 | 3 | \$ 37,440 | \$ 61,027 | 700991 | | |
| 700992 | Environmental Health Assistant II | 1 | 4 | \$ 37,440 | \$ 61,027 | 700992 | | |
| 000100 | Environmental Services Manager | 1 | 19 | \$ 76,620 | \$ 124,607 | 000100 | S | U |
| 200452 | Environmental Specialist I | 1 | 10 | \$ 38,690 | \$ 63,065 | 200452 | | |
| 200453 | Environmental Specialist II | 1 | 12 | \$ 46,583 | \$ 75,967 | 200453 | | |
| 700924 | Equipment Operator I | 1 | 5 | \$ 37,440 | \$ 61,027 | 700924 | | |
| 700925 | Equipment Operator II | 1 | 7 | \$ 37,940 | \$ 61,842 | 700925 | | |
| 700926 | Equipment Operator III | 1 | 8 | \$ 38,190 | \$ 62,250 | 700926 | | |
| 700927 | Equipment Operator IV | 1 | 9 | \$ 38,440 | \$ 62,657 | 700927 | | |

Attachment: Exhibit D - Alpha Class List (Compensation Plan - FY'23)

Alphabetical Classification Listing
Effective July 1, 2022

5.2.d

| Job Code | Classification Title | Plan | Grade | Minimum | Maximum | Job Code | Group | Unclassified |
|----------|---|------|-------|-----------|------------|----------|-------|--------------|
| 800402 | Event Coordinator I | 1 | 12 | \$ 46,583 | \$ 75,967 | 800402 | | |
| 800407 | Event Coordinator II | 1 | 13 | \$ 50,243 | \$ 81,924 | 800407 | | |
| 800408 | Event Coordinator Senior | 1 | 14 | \$ 54,652 | \$ 90,395 | 800408 | | |
| 800405 | Event Support Crew Member I | 1 | 4 | \$ 37,440 | \$ 61,027 | 800405 | | |
| 800406 | Event Support Crew Member II | 1 | 6 | \$ 37,690 | \$ 61,435 | 800406 | | |
| 500707 | Executive Assistant | 1 | 12 | \$ 46,583 | \$ 75,967 | 500707 | | |
| SC0032 | Executive Assistant - SC | SHC | 10 | \$ 40,974 | \$ 65,134 | SC0032 | | U |
| 100527 | Executive Assistant II (CM only) | 1 | 14 | \$ 54,652 | \$ 90,395 | 100527 | | U |
| 100528 | Executive Assistant III (CM only) | 1 | 15 | \$ 59,164 | \$ 96,734 | 100528 | | U |
| 000158 | Executive Director - Slover Library | 1 | 21 | \$ 85,059 | \$ 141,549 | 000158 | E | U |
| 000831 | Executive Director CSB | 1 | 24 | \$ 99,446 | \$ 170,515 | 000831 | E | U |
| 000861 | Executive Director of Norfolk Healthcare Consortium | 1 | 24 | \$ 99,446 | \$ 170,515 | 000861 | E | U |
| 000119 | Executive Director of Real Estate Services | 1 | 21 | \$ 85,059 | \$ 141,549 | 000119 | E | U |
| 000087 | Executive Manager of Retirement Systems | 1 | 20 | \$ 81,443 | \$ 132,805 | 000087 | S | U |
| CA0010 | Executive Secretary / Assistant - CWA | CWA | 7 | \$ 48,480 | \$ 77,494 | CA0010 | C | U |
| H00059 | Executive Specialist | 2 | H6 | \$ 49.50 | \$ 123.75 | H00059 | | U |
| 100253 | Exhibits Manager / Designer | 1 | 13 | \$ 50,243 | \$ 81,924 | 100253 | | |
| 100871 | Facilities Maintenance Manager | 1 | 19 | \$ 76,620 | \$ 124,607 | 100871 | S | U |
| 800521 | Facilities Manager | 1 | 13 | \$ 50,243 | \$ 81,924 | 800521 | | |
| SC0033 | Facilities Manager - SC | SHC | 16 | \$ 56,531 | \$ 89,866 | SC0033 | | U |
| 800052 | Family Services Associate | 1 | 7 | \$ 37,940 | \$ 61,842 | 800052 | | |
| 100364 | Family Services Supervisor | 1 | 14 | \$ 54,652 | \$ 90,395 | 100364 | | |
| 100366 | Family Services Worker I | 1 | 11 | \$ 42,870 | \$ 69,955 | 100366 | | |
| 100367 | Family Services Worker II | 1 | 12 | \$ 46,583 | \$ 75,967 | 100367 | | |
| 200404 | Family Services Worker III | 1 | 13 | \$ 50,243 | \$ 81,924 | 200404 | | |
| 000047 | Financial Operations Manager | 1 | 15 | \$ 59,164 | \$ 96,734 | 000047 | | |
| 300611 | Fire Captain | 5 | 7 | \$ 67,674 | \$ 100,104 | 300611 | | |
| 200471 | Fire Inspector | 5 | 5 | \$ 56,377 | \$ 85,478 | 200471 | | |
| 300612 | Fire Lieutenant | 5 | 6 | \$ 57,591 | \$ 87,319 | 300612 | | |
| 300614 | Firefighter EMT | 5 | 2 | \$ 44,817 | \$ 67,951 | 300614 | | |
| 300617 | Firefighter EMT - Advanced | 5 | 3 | \$ 47,073 | \$ 71,415 | 300617 | | |
| 300643 | Firefighter EMT - Intermediate | 5 | 4 | \$ 52,105 | \$ 79,002 | 300643 | | |
| 300616 | Firefighter EMT - Paramedic | 5 | 5 | \$ 56,377 | \$ 85,478 | 300616 | | |
| 300604 | Firefighter Recruit | 5 | 1 | \$ 43,260 | \$ 43,260 | 300604 | | |
| SC0034 | Fiscal Manager | SHC | 14 | \$ 52,294 | \$ 83,131 | SC0034 | | U |
| 000090 | Fiscal Manager I | 1 | 13 | \$ 50,243 | \$ 81,924 | 000090 | | |
| 800504 | Fiscal Manager II | 1 | 14 | \$ 54,652 | \$ 90,395 | 800504 | | |
| 100371 | Fiscal Monitoring Specialist I | 1 | 11 | \$ 42,870 | \$ 69,955 | 100371 | | |
| 100372 | Fiscal Monitoring Specialist II | 1 | 13 | \$ 50,243 | \$ 81,924 | 100372 | | |
| 100373 | Fiscal Systems Administrator (Finance only) | 1 | 16 | \$ 63,193 | \$ 103,030 | 100373 | | |
| 100167 | Fiscal Systems Analyst | 1 | 14 | \$ 54,652 | \$ 90,395 | 100167 | | |
| 100471 | Fiscal Systems Manager | 1 | 17 | \$ 67,512 | \$ 110,179 | 100471 | | |
| 600819 | Fleet Coordinator | 1 | 11 | \$ 42,870 | \$ 69,955 | 600819 | | |
| SC0022 | Fleet Coordinator - SC | SHC | 4 | \$ 37,940 | \$ 60,704 | SC0022 | C | U |
| 000091 | Fleet Maintenance Manager | 1 | 19 | \$ 76,620 | \$ 124,607 | 000091 | S | U |
| 700911 | Food Service Manager | 1 | 11 | \$ 42,870 | \$ 69,955 | 700911 | | |
| 700929 | Forestry Crew Leader | 1 | 11 | \$ 42,870 | \$ 69,955 | 700929 | | |
| 700930 | Forestry Supervisor | 1 | 14 | \$ 54,652 | \$ 90,395 | 700930 | | |
| 100314 | Fraud Investigator | 1 | 12 | \$ 46,583 | \$ 75,967 | 100314 | | |
| 200542 | Fraud Supervisor | 1 | 13 | \$ 50,243 | \$ 81,924 | 200542 | | |
| 700988 | General Utility Maintenance Supervisor | 1 | 14 | \$ 54,652 | \$ 90,395 | 700988 | | |
| 800040 | Geographic Information Systems Specialist I | 1 | 10 | \$ 38,690 | \$ 63,065 | 800040 | | |
| 800555 | Geographic Information Systems Specialist II | 1 | 12 | \$ 46,583 | \$ 75,967 | 800555 | | |
| 800556 | Geographic Information Systems Specialist III | 1 | 15 | \$ 59,164 | \$ 96,734 | 800556 | | |
| 800557 | Geographic Information Systems Team Supervisor | 1 | 17 | \$ 67,512 | \$ 110,179 | 800557 | | |
| 200418 | Geographic Information Systems Technician I | 1 | 9 | \$ 38,440 | \$ 62,657 | 200418 | | |
| 100423 | Geographic Information Systems Technician II | 1 | 11 | \$ 42,870 | \$ 69,955 | 100423 | | |
| 200419 | Grants & Development Coordinator | 1 | 14 | \$ 54,652 | \$ 90,395 | 200419 | | |
| 100451 | Grants Manager | 1 | 18 | \$ 72,173 | \$ 117,688 | 100451 | | U |

Attachment: Exhibit D - Alpha Class List (Compensation Plan - FY'23)

Alphabetical Classification Listing
Effective July 1, 2022

5.2.d

| Job Code | Classification Title | Plan | Grade | Minimum | Maximum | Job Code | Group | Unclassified |
|----------|---|------|-------|-----------|------------|----------|-------|--------------|
| SC0009 | Grievance Coordinator | SHC | 10 | \$ 40,974 | \$ 65,134 | SC0009 | C | U |
| 700933 | Groundskeeper | 1 | 4 | \$ 37,440 | \$ 61,027 | 700933 | | |
| 700931 | Groundskeeper Crew Leader | 1 | 9 | \$ 38,440 | \$ 62,657 | 700931 | | |
| 100164 | Health & Fitness Facilitator | 1 | 10 | \$ 38,690 | \$ 63,065 | 100164 | | |
| 700935 | Horticulture Technician | 1 | 5 | \$ 37,440 | \$ 61,027 | 700935 | | |
| 700937 | Horticulturist | 1 | 12 | \$ 46,583 | \$ 75,967 | 700937 | | |
| 100519 | Housing Finance Specialist | 1 | 17 | \$ 67,512 | \$ 110,179 | 100519 | | |
| SC0035 | HR Administrator - SC | SHC | 16 | \$ 56,531 | \$ 89,866 | SC0035 | | U |
| SC0016 | Human Resources & Budget Director | SHC | 14 | \$ 52,294 | \$ 83,131 | SC0016 | C | U |
| 500792 | Human Resources Administration Manager (HR only) | 1 | 17 | \$ 67,512 | \$ 110,179 | 500792 | | U |
| 800500 | Human Resources Administrator | 1 | 14 | \$ 54,652 | \$ 90,395 | 800500 | | |
| 500781 | Human Resources Assistant I | 1 | 6 | \$ 37,690 | \$ 61,435 | 500781 | | |
| 500782 | Human Resources Assistant II | 1 | 7 | \$ 37,940 | \$ 61,842 | 500782 | | |
| 500801 | Human Resources Benefits Analyst I (HR only) | 1 | 13 | \$ 50,243 | \$ 81,924 | 500801 | | |
| 500802 | Human Resources Benefits Analyst II (HR only) | 1 | 14 | \$ 54,652 | \$ 90,395 | 500802 | | |
| 500793 | Human Resources Benefits Manager (HR only) | 1 | 17 | \$ 67,512 | \$ 110,179 | 500793 | | U |
| 500783 | Human Resources Benefits Specialist (HR only) | 1 | 11 | \$ 42,870 | \$ 69,955 | 500783 | | |
| 500794 | Human Resources Specialist (HR only) | 1 | 11 | \$ 42,870 | \$ 69,955 | 500794 | | |
| 200446 | Human Services Aide | 1 | 5 | \$ 37,440 | \$ 61,027 | 200446 | | |
| 101309 | Human Services Operations Manager | 1 | 15 | \$ 59,164 | \$ 96,734 | 101309 | | |
| 100511 | Human Services Senior Manager | 1 | 20 | \$ 81,443 | \$ 132,805 | 100511 | S | U |
| 300618 | Humane Officer I (Police only) | 1 | 9 | \$ 38,440 | \$ 62,657 | 300618 | | |
| 300619 | Humane Officer II (Police only) | 1 | 11 | \$ 42,870 | \$ 69,955 | 300619 | | |
| CC0008 | In Court Clerk - CC | CCC | 4 | \$ 40,974 | \$ 68,980 | CC0008 | C | U |
| H00037 | Information Technology Assistant | 2 | H5 | \$ 29.00 | \$ 72.25 | H00037 | | |
| H00019 | Information Technology Business Analyst | 2 | H5 | \$ 29.00 | \$ 72.25 | H00019 | | |
| H00038 | Information Technology Intern | 2 | H4 | \$ 17.00 | \$ 47.50 | H00038 | | |
| 100168 | Information Technology Planner | 1 | 14 | \$ 54,652 | \$ 90,395 | 100168 | | |
| 100166 | Information Technology Planner, Senior | 1 | 18 | \$ 72,173 | \$ 117,688 | 100166 | | |
| 200431 | Information Technology Specialist | 1 | 9 | \$ 38,440 | \$ 62,657 | 200431 | | |
| SC0020 | Information Technology Systems Director | SHC | 17 | \$ 63,184 | \$ 101,008 | SC0020 | C | U |
| 200400 | Information Technology Telecommunications Analyst I | 1 | 11 | \$ 42,870 | \$ 69,955 | 200400 | | |
| 200401 | Information Technology Telecommunications Analyst II | 1 | 13 | \$ 50,243 | \$ 81,924 | 200401 | | |
| 200402 | Information Technology Telecommunications Analyst III | 1 | 16 | \$ 63,193 | \$ 103,030 | 200402 | | |
| 200551 | Information Technology Telecommunications Technician | 1 | 11 | \$ 42,870 | \$ 69,955 | 200551 | | |
| 800021 | Information Technology Trainer | 1 | 12 | \$ 46,583 | \$ 75,967 | 800021 | | |
| 800020 | Information Technology Training Coordinator | 1 | 13 | \$ 50,243 | \$ 81,924 | 800020 | | |
| SC0015 | Inmate Classification Manager | SHC | 13 | \$ 49,805 | \$ 79,171 | SC0015 | C | U |
| SC0010 | Inmate Classification Specialist | SHC | 10 | \$ 40,974 | \$ 65,134 | SC0010 | C | U |
| SC0023 | Inmate Rehabilitation Coordinator | SHC | 12 | \$ 47,151 | \$ 75,549 | SC0023 | C | U |
| 700939 | Instrument Technician | 1 | 8 | \$ 38,190 | \$ 62,250 | 700939 | | |
| 000003 | Intergovernmental Relations Officer | 1 | 20 | \$ 81,443 | \$ 132,805 | 000003 | E | U |
| SC0024 | Investigations Director | SHC | 14 | \$ 52,294 | \$ 83,131 | SC0024 | C | U |
| 101347 | Jury Administrator | 1 | 12 | \$ 46,583 | \$ 75,967 | 101347 | C | U |
| 300626 | Kennel Supervisor | 1 | 8 | \$ 38,190 | \$ 62,250 | 300626 | | |
| 101353 | Land Record Specialist | 1 | 10 | \$ 38,690 | \$ 63,065 | 101353 | | U |
| 200498 | Landscape Coordinator I | 1 | 11 | \$ 42,870 | \$ 69,955 | 200498 | | |
| 200499 | Landscape Coordinator II | 1 | 12 | \$ 46,583 | \$ 75,967 | 200499 | | |
| 700913 | Laundry Worker | 1 | 1 | \$ 37,440 | \$ 61,027 | 700913 | | |
| 100316 | Law Clerk | 1 | 13 | \$ 50,243 | \$ 81,924 | 100316 | | |
| H00018 | Law Intern | 2 | H4 | \$ 17.00 | \$ 47.50 | H00018 | | |
| 600822 | Lead Mason | 1 | 7 | \$ 37,940 | \$ 61,842 | 600822 | | |
| 700999 | Lead Zookeeper | 1 | 9 | \$ 38,440 | \$ 62,657 | 700999 | | |
| 100318 | Legal Administrator | 1 | 15 | \$ 59,164 | \$ 96,734 | 100318 | | |
| CA0009 | Legal Administrator - CWA | CWA | 8 | \$ 55,132 | \$ 88,210 | CA0009 | C | U |
| 500735 | Legal Assistant | 1 | 13 | \$ 50,243 | \$ 81,924 | 500735 | | |
| CA0008 | Legal Assistant - CWA | CWA | 6 | \$ 42,559 | \$ 68,033 | CA0008 | C | U |
| 400655 | Legal Coordinator I | 1 | 11 | \$ 42,870 | \$ 69,955 | 400655 | L | U |
| 400656 | Legal Coordinator II | 1 | 13 | \$ 50,243 | \$ 81,924 | 400656 | L | U |

Attachment: Exhibit D - Alpha Class List (Compensation Plan - FY'23)

Alphabetical Classification Listing
Effective July 1, 2022

5.2.d

| Job Code | Classification Title | Plan | Grade | Minimum | Maximum | Job Code | Group | Unclassified |
|----------|--|------|-------|-----------|------------|----------|-------|--------------|
| SC0017 | Legal Counsel | SHC | 15 | \$ 53,840 | \$ 85,592 | SC0017 | C | U |
| 500740 | Legal Secretary I | 1 | 7 | \$ 37,940 | \$ 61,842 | 500740 | | |
| CA0006 | Legal Secretary I - CWA | CWA | 2 | \$ 38,440 | \$ 61,504 | CA0006 | C | U |
| 500741 | Legal Secretary II | 1 | 11 | \$ 42,870 | \$ 69,955 | 500741 | | U |
| CA0007 | Legal Secretary II - CWA | CWA | 4 | \$ 40,440 | \$ 64,704 | CA0007 | C | U |
| H00030 | Legislative Services Aide | 2 | H1 | \$ 15.00 | \$ 24.00 | H00030 | | |
| 100320 | Librarian I | 1 | 11 | \$ 42,870 | \$ 69,955 | 100320 | | |
| 100321 | Librarian II | 1 | 14 | \$ 54,652 | \$ 90,395 | 100321 | | |
| 100322 | Librarian III | 1 | 15 | \$ 59,164 | \$ 96,734 | 100322 | | |
| 100326 | Librarian IV | 1 | 16 | \$ 63,193 | \$ 103,030 | 100326 | | |
| H00025 | Library Aide | 2 | H1 | \$ 15.00 | \$ 24.00 | H00025 | | |
| 400665 | Library Assistant I | 1 | 4 | \$ 37,440 | \$ 61,027 | 400665 | | |
| SC0036 | Library Assistant - SC | SHC | 3 | \$ 37,690 | \$ 60,304 | SC0036 | | U |
| 400666 | Library Assistant II | 1 | 6 | \$ 37,690 | \$ 61,435 | 400666 | | |
| 400660 | Library Associate I | 1 | 8 | \$ 38,190 | \$ 62,250 | 400660 | | |
| 400661 | Library Associate II | 1 | 9 | \$ 38,440 | \$ 62,657 | 400661 | | |
| 400667 | Library Manager | 1 | 18 | \$ 72,173 | \$ 117,688 | 400667 | | |
| 200474 | License Inspector I | 1 | 8 | \$ 38,190 | \$ 62,250 | 200474 | | |
| 200475 | License Inspector II | 1 | 10 | \$ 38,690 | \$ 63,065 | 200475 | | |
| 400681 | Licensed Practical Nurse | 1 | 11 | \$ 42,870 | \$ 69,955 | 400681 | | |
| 700941 | Lifeguard | 1 | 4 | \$ 37,440 | \$ 61,027 | 700941 | | |
| SC0042 | Local Inmate Data System Technician | SHC | 9 | \$ 39,190 | \$ 62,704 | SC0042 | | U |
| 000097 | MacArthur Memorial Director | 1 | 18 | \$ 72,173 | \$ 117,688 | 000097 | S | U |
| SC0025 | Maintenance Mechanic - SC | SHC | 4 | \$ 37,940 | \$ 60,704 | SC0025 | C | U |
| 700942 | Maintenance Mechanic I | 1 | 6 | \$ 37,690 | \$ 61,435 | 700942 | | |
| 700943 | Maintenance Mechanic II | 1 | 8 | \$ 38,190 | \$ 62,250 | 700943 | | |
| SC0037 | Maintenance Mechanic II - SC | SHC | 7 | \$ 38,690 | \$ 61,904 | SC0037 | | U |
| 700944 | Maintenance Mechanic III | 1 | 9 | \$ 38,440 | \$ 62,657 | 700944 | | |
| 600846 | Maintenance Shop Manager | 1 | 13 | \$ 50,243 | \$ 81,924 | 600846 | | |
| 700946 | Maintenance Supervisor I | 1 | 11 | \$ 42,870 | \$ 69,955 | 700946 | | |
| 700947 | Maintenance Supervisor II | 1 | 12 | \$ 46,583 | \$ 75,967 | 700947 | | |
| 700949 | Maintenance Worker I | 1 | 4 | \$ 37,440 | \$ 61,027 | 700949 | | |
| 700950 | Maintenance Worker II | 1 | 6 | \$ 37,690 | \$ 61,435 | 700950 | | |
| 100171 | Management Analyst I | 1 | 11 | \$ 42,870 | \$ 69,955 | 100171 | | |
| 100172 | Management Analyst II | 1 | 13 | \$ 50,243 | \$ 81,924 | 100172 | | |
| 100173 | Management Analyst III | 1 | 14 | \$ 54,652 | \$ 90,395 | 100173 | | |
| 100319 | Management Services Administrator | 1 | 18 | \$ 72,173 | \$ 117,688 | 100319 | S | U |
| 100875 | Manager of Budget & Accounting | 1 | 18 | \$ 72,173 | \$ 117,688 | 100875 | S | U |
| 100482 | Manager of Emergency Communications | 1 | 16 | \$ 63,193 | \$ 103,030 | 100482 | | |
| 000806 | Manager of Environmental Protection Programs | 1 | 20 | \$ 81,443 | \$ 132,805 | 000806 | E | U |
| 000807 | Manager of Event Services and Production | 1 | 16 | \$ 63,193 | \$ 103,030 | 000807 | S | U |
| 100247 | Manager of Visitor Marketing | 1 | 14 | \$ 54,652 | \$ 90,395 | 100247 | | |
| 100265 | Manager of Visitor Services | 1 | 12 | \$ 46,583 | \$ 75,967 | 100265 | | |
| H00027 | Maritime Center Specialist I | 2 | H1 | \$ 15.00 | \$ 24.00 | H00027 | | |
| H00028 | Maritime Center Specialist II | 2 | H2 | \$ 15.75 | \$ 29.25 | H00028 | | |
| H00029 | Maritime Center Specialist III | 2 | H3 | \$ 16.25 | \$ 42.50 | H00029 | | |
| 100213 | Mason | 1 | 6 | \$ 37,690 | \$ 61,435 | 100213 | | |
| 300624 | Master Police Officer | 5 | 6 | \$ 57,591 | \$ 87,319 | 300624 | | |
| 100496 | Medical Records Administrator | 1 | 11 | \$ 42,870 | \$ 69,955 | 100496 | | |
| 500743 | Medical Records Technician | 1 | 9 | \$ 38,440 | \$ 62,657 | 500743 | | |
| 100494 | Mental Health Professional | 1 | 11 | \$ 42,870 | \$ 69,955 | 100494 | | |
| 700952 | Messenger/Driver | 1 | 2 | \$ 37,440 | \$ 61,027 | 700952 | | |
| 300621 | Meter Monitor | 1 | 7 | \$ 37,940 | \$ 61,842 | 300621 | | |
| 800449 | Microcomputer Systems Analyst | 1 | 13 | \$ 50,243 | \$ 81,924 | 800449 | | |
| SC0006 | Microcomputer Systems Analyst - SC | SHC | 8 | \$ 38,940 | \$ 62,304 | SC0006 | C | U |
| 200450 | Microcomputer Systems Analyst, Senior | 1 | 14 | \$ 54,652 | \$ 90,395 | 200450 | | |
| 200451 | Microcomputer Systems Team Supervisor | 1 | 16 | \$ 63,193 | \$ 103,030 | 200451 | | |
| 500745 | Micrographics Technician | 1 | 4 | \$ 37,440 | \$ 61,027 | 500745 | | |
| 101343 | Multimedia Communications Specialist I | 1 | 11 | \$ 42,870 | \$ 69,955 | 101343 | | |

Attachment: Exhibit D - Alpha Class List (Compensation Plan - FY'23)

Alphabetical Classification Listing
Effective July 1, 2022

5.2.d

| Job Code | Classification Title | Plan | Grade | Minimum | Maximum | Job Code | Group | Unclassified |
|----------|--|------|-------|-----------|------------|----------|-------|--------------|
| 101344 | Multimedia Communications Specialist II | 1 | 13 | \$ 50,243 | \$ 81,924 | 101344 | | |
| 101345 | Multimedia Communications Specialist III | 1 | 15 | \$ 59,164 | \$ 96,734 | 101345 | | |
| H00013 | Municipal Intern I | 2 | H1 | \$ 15.00 | \$ 24.00 | H00013 | | |
| H00014 | Municipal Intern II | 2 | H2 | \$ 15.75 | \$ 29.25 | H00014 | | |
| H00047 | Municipal Intern III | 2 | H3 | \$ 16.25 | \$ 42.50 | H00047 | | |
| 300640 | Museum Attendant | 1 | 4 | \$ 37,440 | \$ 61,027 | 300640 | | |
| 000298 | Neighborhood Development Administrator | 1 | 19 | \$ 76,620 | \$ 124,607 | 000298 | S | U |
| 200482 | Neighborhood Development Specialist | 1 | 11 | \$ 42,870 | \$ 69,955 | 200482 | | |
| 100459 | Neighborhood Development Specialist, Senior | 1 | 13 | \$ 50,243 | \$ 81,924 | 100459 | | |
| 000297 | Neighborhood Services Manager | 1 | 15 | \$ 59,164 | \$ 96,734 | 000297 | | |
| SC0018 | Network Engineer - SC | SHC | 16 | \$ 56,531 | \$ 89,866 | SC0018 | C | U |
| 800544 | Network Engineer I | 1 | 10 | \$ 38,690 | \$ 63,065 | 800544 | | |
| 800546 | Network Engineer II | 1 | 16 | \$ 63,193 | \$ 103,030 | 800546 | | |
| 800545 | Network Engineer III | 1 | 17 | \$ 67,512 | \$ 110,179 | 800545 | | |
| 200403 | Network Engineer IV | 1 | 18 | \$ 72,173 | \$ 117,688 | 200403 | | |
| 800547 | Network Security Engineer | 1 | 17 | \$ 67,512 | \$ 110,179 | 800547 | | |
| 100522 | Nurse Coordinator - Supervisor | 1 | 13 | \$ 50,243 | \$ 81,924 | 100522 | | |
| 100523 | Nurse Practitioner | 1 | 20 | \$ 81,443 | \$ 132,805 | 100523 | S | U |
| 500750 | Office Assistant | 1 | 3 | \$ 37,440 | \$ 61,027 | 500750 | | |
| 500755 | Office Manager | 1 | 10 | \$ 38,690 | \$ 63,065 | 500755 | | |
| 600852 | Operating Engineer I | 1 | 6 | \$ 37,690 | \$ 61,435 | 600852 | | |
| 600853 | Operating Engineer II | 1 | 9 | \$ 38,440 | \$ 62,657 | 600853 | | |
| 700940 | Operations Apprentice | 1 | 2 | \$ 37,440 | \$ 61,027 | 700940 | | |
| 100300 | Operations Controller | 1 | 16 | \$ 63,193 | \$ 103,030 | 100300 | | |
| 000113 | Operations Manager | 1 | 14 | \$ 54,652 | \$ 90,395 | 000113 | | |
| 300638 | Operations Officer I (Police only) | 1 | 7 | \$ 37,940 | \$ 61,842 | 300638 | | |
| 300642 | Operations Officer II (Police only) | 1 | 8 | \$ 38,190 | \$ 62,250 | 300642 | | |
| 300647 | Operations Officer III (Police only) | 1 | 9 | \$ 38,440 | \$ 62,657 | 300647 | | |
| 500795 | Organizational Development Analyst (HR only) | 1 | 13 | \$ 50,243 | \$ 81,924 | 500795 | | |
| 500796 | Organizational Development Analyst, Senior (HR only) | 1 | 15 | \$ 59,164 | \$ 96,734 | 500796 | | |
| 500797 | Organizational Development Manager (HR only) | 1 | 17 | \$ 67,512 | \$ 110,179 | 500797 | | U |
| 600855 | Painter I | 1 | 6 | \$ 37,690 | \$ 61,435 | 600855 | | |
| 600856 | Painter II | 1 | 8 | \$ 38,190 | \$ 62,250 | 600856 | | |
| CA0005 | Paralegal - CWA | CWA | 4 | \$ 40,440 | \$ 64,704 | CA0005 | C | U |
| 400674 | Paralegal Claims Investigator | 1 | 12 | \$ 46,583 | \$ 75,967 | 400674 | L | U |
| 400678 | Paralegal Generalist | 1 | 10 | \$ 38,690 | \$ 63,065 | 400678 | L | U |
| 400679 | Paralegal Specialist | 1 | 14 | \$ 54,652 | \$ 90,395 | 400679 | L | U |
| 800680 | Park Ranger | 1 | 7 | \$ 37,940 | \$ 61,842 | 800680 | | |
| 000107 | Parking Administrator | 1 | 14 | \$ 54,652 | \$ 90,395 | 000107 | | |
| H00035 | Parking Attendant | 2 | H1 | \$ 15.00 | \$ 24.00 | H00035 | | |
| 000010 | Parking Director | 1 | 20 | \$ 81,443 | \$ 132,805 | 000010 | S | U |
| 100340 | Parking Manager | 1 | 12 | \$ 46,583 | \$ 75,967 | 100340 | | |
| H00040 | Parking Operations Supervisor | 2 | H3 | \$ 16.25 | \$ 42.50 | H00040 | | |
| 100387 | Parking Supervisor | 1 | 9 | \$ 38,440 | \$ 62,657 | 100387 | | |
| SC0026 | Payroll & Benefits Coordinator | SHC | 8 | \$ 38,940 | \$ 62,304 | SC0026 | C | U |
| 100156 | Payroll Administrator | 1 | 14 | \$ 54,652 | \$ 90,395 | 100156 | | |
| 100157 | Payroll Manager | 1 | 17 | \$ 67,512 | \$ 110,179 | 100157 | | U |
| 800042 | Payroll Specialist | 1 | 11 | \$ 42,870 | \$ 69,955 | 800042 | | |
| 100500 | Peer Recovery Specialist I | 1 | 8 | \$ 38,190 | \$ 62,250 | 100500 | | |
| 100501 | Peer Recovery Specialist II | 1 | 9 | \$ 38,440 | \$ 62,657 | 100501 | | |
| 101348 | Peer Recovery Specialist III | 1 | 10 | \$ 38,690 | \$ 63,065 | 101348 | | |
| 101349 | Peer Recovery Specialist IV | 1 | 11 | \$ 42,870 | \$ 69,955 | 101349 | | |
| 200510 | Permit Technician | 1 | 8 | \$ 38,190 | \$ 62,250 | 200510 | | |
| 200511 | Permits Specialist | 1 | 12 | \$ 46,583 | \$ 75,967 | 200511 | | |
| 200512 | Permits Specialist, Senior | 1 | 13 | \$ 50,243 | \$ 81,924 | 200512 | | |
| 800347 | Personnel Specialist | 1 | 11 | \$ 42,870 | \$ 69,955 | 800347 | | |
| 000820 | Pharmacist | 1 | 29 | N/R | N/R | 000820 | S | U |
| 100865 | Pharmacy Technician | 1 | 10 | \$ 38,690 | \$ 63,065 | 100865 | | |
| 000851 | Physician | 1 | 29 | N/R | N/R | 000851 | S | U |

Attachment: Exhibit D - Alpha Class List (Compensation Plan - FY'23)

Alphabetical Classification Listing
Effective July 1, 2022

5.2.d

| Job Code | Classification Title | Plan | Grade | Minimum | Maximum | Job Code | Group | Unclassified |
|----------|--|------|-------|-----------|------------|----------|-------|--------------|
| 600860 | Plumber | 1 | 10 | \$ 38,690 | \$ 63,065 | 600860 | | |
| 600861 | Plumber, Senior | 1 | 11 | \$ 42,870 | \$ 69,955 | 600861 | | |
| 300623 | Police Captain | 5 | 9 | \$ 93,487 | \$ 128,490 | 300623 | | |
| 400683 | Police Civilian Investigator/Technician | 2 | H4 | \$ 17.00 | \$ 47.50 | 400683 | | |
| 400672 | Police Identification Clerk | 1 | 5 | \$ 37,440 | \$ 61,027 | 400672 | | |
| 300625 | Police Lieutenant | 5 | 8 | \$ 83,085 | \$ 114,194 | 300625 | | |
| 300630 | Police Officer | 5 | 4 | \$ 52,105 | \$ 79,002 | 300630 | | |
| 100305 | Police Records & Identification Section Supervisor | 1 | 12 | \$ 46,583 | \$ 75,967 | 100305 | | |
| 300632 | Police Recruit | 5 | 1 | \$ 43,260 | \$ 43,260 | 300632 | | |
| 300635 | Police Sergeant | 5 | 7 | \$ 67,674 | \$ 100,104 | 300635 | | |
| 700951 | Pool Manager | 1 | 10 | \$ 38,690 | \$ 63,065 | 700951 | | |
| 100505 | Practice Manager | 1 | 13 | \$ 50,243 | \$ 81,924 | 100505 | | |
| 400700 | Pre-Trial Probation Officer I | 1 | 9 | \$ 38,440 | \$ 62,657 | 400700 | | |
| 400701 | Pre-Trial Probation Officer II | 1 | 11 | \$ 42,870 | \$ 69,955 | 400701 | | |
| 100462 | Principal Planner | 1 | 15 | \$ 59,164 | \$ 96,734 | 100462 | | |
| SC0011 | Procurement Specialist - SC | SHC | 10 | \$ 40,974 | \$ 65,134 | SC0011 | C | U |
| 100209 | Procurement Specialist I | 1 | 10 | \$ 38,690 | \$ 63,065 | 100209 | | |
| 100210 | Procurement Specialist II | 1 | 13 | \$ 50,243 | \$ 81,924 | 100210 | | |
| 100510 | Procurement Specialist III | 1 | 15 | \$ 59,164 | \$ 96,734 | 100510 | | |
| 100524 | Procurement Specialist IV | 1 | 16 | \$ 63,193 | \$ 103,030 | 100524 | | |
| 100497 | Professional Municipal Trainee | 1 | 9 | \$ 38,440 | \$ 62,657 | 100497 | | |
| SC0043 | Professional Standards Office Analyst | SHC | 10 | \$ 40,974 | \$ 65,134 | SC0043 | C | U |
| 100351 | Program Administrator | 1 | 13 | \$ 50,243 | \$ 81,924 | 100351 | | |
| 100352 | Program Coordinator | 1 | 11 | \$ 42,870 | \$ 69,955 | 100352 | | |
| 800523 | Program Supervisor | 1 | 13 | \$ 50,243 | \$ 81,924 | 800523 | | |
| 200515 | Programmer/Analyst I | 1 | 11 | \$ 42,870 | \$ 69,955 | 200515 | | |
| 200516 | Programmer/Analyst II | 1 | 12 | \$ 46,583 | \$ 75,967 | 200516 | | |
| 200517 | Programmer/Analyst III | 1 | 14 | \$ 54,652 | \$ 90,395 | 200517 | | |
| 200518 | Programmer/Analyst IV | 1 | 15 | \$ 59,164 | \$ 96,734 | 200518 | | |
| 200519 | Programmer/Analyst V | 1 | 16 | \$ 63,193 | \$ 103,030 | 200519 | | |
| 800570 | Programs Manager | 1 | 15 | \$ 59,164 | \$ 96,734 | 800570 | | |
| 100268 | Project Coordinator | 1 | 13 | \$ 50,243 | \$ 81,924 | 100268 | | |
| 100469 | Project Manager | 1 | 16 | \$ 63,193 | \$ 103,030 | 100469 | | |
| 100404 | Project Manager, Senior | 1 | 17 | \$ 67,512 | \$ 110,179 | 100404 | S | U |
| 100910 | Property & Evidence Technician | 1 | 9 | \$ 38,440 | \$ 62,657 | 100910 | | |
| 000063 | Property Manager | 1 | 15 | \$ 59,164 | \$ 96,734 | 000063 | | |
| SC0038 | Property Technician - SC | SHC | 4 | \$ 37,940 | \$ 60,704 | SC0038 | | U |
| 000822 | Psychiatrist | 1 | 29 | N/R | N/R | 000822 | S | U |
| 000823 | Psychologist | 1 | 16 | \$ 63,193 | \$ 103,030 | 000823 | | |
| SC0014 | Public Affairs Officer | SHC | 11 | \$ 45,174 | \$ 71,810 | SC0014 | C | U |
| 400675 | Public Health Aide | 1 | 3 | \$ 37,440 | \$ 61,027 | 400675 | | |
| CA0019 | Public Information Specialist - CWA | CWA | 4 | \$ 40,440 | \$ 64,704 | CA0019 | C | U |
| 100375 | Public Information Specialist I | 1 | 10 | \$ 38,690 | \$ 63,065 | 100375 | | |
| 100376 | Public Information Specialist II | 1 | 12 | \$ 46,583 | \$ 75,967 | 100376 | | |
| 800034 | Public Relations Assistant | 1 | 6 | \$ 37,690 | \$ 61,435 | 800034 | | |
| SC0039 | Public Relations Assistant - SC | SHC | 7 | \$ 38,690 | \$ 61,904 | SC0039 | | U |
| 100410 | Public Relations Specialist | 1 | 12 | \$ 46,583 | \$ 75,967 | 100410 | | |
| H00048 | Public Safety Intern | 2 | H2 | \$ 15.75 | \$ 29.25 | H00048 | | |
| 200554 | Public Safety Telecommunicator I | 1 | 10 | \$ 38,690 | \$ 63,065 | 200554 | | |
| 200555 | Public Safety Telecommunicator II | 1 | 11 | \$ 42,870 | \$ 69,955 | 200555 | | |
| 200556 | Public Safety Telecommunicator III | 1 | 12 | \$ 46,583 | \$ 75,967 | 200556 | | |
| 200557 | Public Safety Telecommunicator, Call Taker | 1 | 9 | \$ 38,440 | \$ 62,657 | 200557 | | |
| 200553 | Public Safety Telecommunicator, Supervisor | 1 | 13 | \$ 50,243 | \$ 81,924 | 200553 | | |
| 100269 | Public Services Coordinator | 1 | 11 | \$ 42,870 | \$ 69,955 | 100269 | | |
| 000109 | Purchasing Agent | 1 | 19 | \$ 76,620 | \$ 124,607 | 000109 | S | U |
| 800516 | Quality Assurance Inspector | 1 | 8 | \$ 38,190 | \$ 62,250 | 800516 | | |
| 800518 | Quality Assurance Specialist | 1 | 12 | \$ 46,583 | \$ 75,967 | 800518 | | |
| 800024 | Radio Communications Systems Analyst | 1 | 10 | \$ 38,690 | \$ 63,065 | 800024 | | |
| 600875 | Radio Communications Systems Analyst, Senior | 1 | 12 | \$ 46,583 | \$ 75,967 | 600875 | | |

Attachment: Exhibit D - Alpha Class List (Compensation Plan - FY'23)

Alphabetical Classification Listing
Effective July 1, 2022

5.2.d

| Job Code | Classification Title | Plan | Grade | Minimum | Maximum | Job Code | Group | Unclassified |
|----------|--|------|-------|-----------|------------|----------|-------|--------------|
| 600876 | Radio Communications Systems Supervisor | 1 | 14 | \$ 54,652 | \$ 90,395 | 600876 | | |
| 800025 | Radio Communications Systems Technician | 1 | 8 | \$ 38,190 | \$ 62,250 | 800025 | | |
| 100176 | Real Estate Analyst | 1 | 11 | \$ 42,870 | \$ 69,955 | 100176 | | |
| 200525 | Real Estate Appraiser I | 1 | 11 | \$ 42,870 | \$ 69,955 | 200525 | | U |
| 200526 | Real Estate Appraiser II | 1 | 13 | \$ 50,243 | \$ 81,924 | 200526 | | U |
| 200527 | Real Estate Appraiser III | 1 | 14 | \$ 54,652 | \$ 90,395 | 200527 | | U |
| 101350 | Real Estate Appraiser IV | 1 | 15 | \$ 59,164 | \$ 96,734 | 101350 | | U |
| 200570 | Real Estate CAMA Modeler Analyst | 1 | 16 | \$ 63,193 | \$ 103,030 | 200570 | | U |
| 800517 | Real Estate Coordinator | 1 | 12 | \$ 46,583 | \$ 75,967 | 800517 | | |
| 200434 | Real Estate Residential Team Leader | 1 | 17 | \$ 67,512 | \$ 110,179 | 200434 | | U |
| 500756 | Records & Information Clerk | 1 | 4 | \$ 37,440 | \$ 61,027 | 500756 | | |
| 100341 | Records Administrator | 1 | 13 | \$ 50,243 | \$ 81,924 | 100341 | | |
| SC0001 | Records Clerk | SHC | 2 | \$ 37,440 | \$ 59,904 | SC0001 | C | U |
| SC0040 | Records Clerk II | SHC | 7 | \$ 38,690 | \$ 61,904 | SC0040 | | U |
| H00015 | Recreation Activity Instructor | 2 | H3 | \$ 16.25 | \$ 42.50 | H00015 | | |
| H00016 | Recreation Aide | 2 | H1 | \$ 15.00 | \$ 24.00 | H00016 | | |
| 800026 | Recreation Specialist | 1 | 10 | \$ 38,690 | \$ 63,065 | 800026 | | |
| 100355 | Recreation Supervisor | 1 | 12 | \$ 46,583 | \$ 75,967 | 100355 | | |
| 100357 | Recreation Supervisor, Senior | 1 | 13 | \$ 50,243 | \$ 81,924 | 100357 | | |
| 800522 | Recycling Coordinator | 1 | 14 | \$ 54,652 | \$ 90,395 | 800522 | | |
| 700969 | Refuse Collection Supervisor | 1 | 13 | \$ 50,243 | \$ 81,924 | 700969 | | |
| 700967 | Refuse Collector Apprentice | 1 | 5 | \$ 37,440 | \$ 61,027 | 700967 | | |
| 700966 | Refuse Collector Assistant | 1 | 4 | \$ 37,440 | \$ 61,027 | 700966 | | |
| 700968 | Refuse Collector I | 1 | 8 | \$ 38,190 | \$ 62,250 | 700968 | | |
| 700971 | Refuse Collector II | 1 | 9 | \$ 38,440 | \$ 62,657 | 700971 | | |
| 700965 | Refuse Collector III | 1 | 10 | \$ 38,690 | \$ 63,065 | 700965 | | |
| 700970 | Refuse Collector, Lead | 1 | 12 | \$ 46,583 | \$ 75,967 | 700970 | | |
| 200484 | Refuse Inspector | 1 | 11 | \$ 42,870 | \$ 69,955 | 200484 | | |
| 100358 | Registered Nurse | 1 | 12 | \$ 46,583 | \$ 75,967 | 100358 | | |
| 200605 | Reimbursement Specialist | 1 | 9 | \$ 38,440 | \$ 62,657 | 200605 | | |
| 800200 | Reimbursement Supervisor | 1 | 14 | \$ 54,652 | \$ 90,395 | 800200 | | |
| 800201 | Reimbursement Technician | 1 | 6 | \$ 37,690 | \$ 61,435 | 800201 | | |
| 100498 | Research Analyst | 1 | 9 | \$ 38,440 | \$ 62,657 | 100498 | | |
| 100360 | Reservoir Manager | 1 | 12 | \$ 46,583 | \$ 75,967 | 100360 | | |
| 800691 | Retirement Benefits Administrator (Finance only) | 1 | 17 | \$ 67,512 | \$ 110,179 | 800691 | | |
| 800692 | Retirement Benefits Specialist I (Finance only) | 1 | 10 | \$ 38,690 | \$ 63,065 | 800692 | | |
| 800693 | Retirement Benefits Specialist II (Finance only) | 1 | 11 | \$ 42,870 | \$ 69,955 | 800693 | | |
| 900004 | Right of Way Permit Supervisor | 1 | 15 | \$ 59,164 | \$ 96,734 | 900004 | | |
| 800514 | Right of Way Program Manager | 1 | 16 | \$ 63,193 | \$ 103,030 | 800514 | | |
| 101351 | Risk Analyst | 1 | 14 | \$ 54,652 | \$ 90,395 | 101351 | | |
| 000112 | Risk Manager | 1 | 18 | \$ 72,173 | \$ 117,688 | 000112 | | U |
| 200528 | Safety Specialist | 1 | 11 | \$ 42,870 | \$ 69,955 | 200528 | | |
| 100217 | Sales Representative | 1 | 11 | \$ 42,870 | \$ 69,955 | 100217 | | |
| H00022 | School Crossing Guard | 2 | H4 | \$ 17.00 | \$ 47.50 | H00022 | | |
| SC0002 | Secretary I | SHC | 3 | \$ 37,690 | \$ 60,304 | SC0002 | C | U |
| SC0003 | Secretary II | SHC | 5 | \$ 38,190 | \$ 61,104 | SC0003 | C | U |
| SC0004 | Secretary to the Sheriff | SHC | 6 | \$ 38,440 | \$ 61,504 | SC0004 | C | U |
| 300639 | Security Officer | 1 | 6 | \$ 37,690 | \$ 61,435 | 300639 | | |
| 100293 | Self-Sufficiency Specialist I | 1 | 10 | \$ 38,690 | \$ 63,065 | 100293 | | |
| 100294 | Self-Sufficiency Specialist II | 1 | 11 | \$ 42,870 | \$ 69,955 | 100294 | | |
| 100292 | Self-Sufficiency Specialist, Senior | 1 | 12 | \$ 46,583 | \$ 75,967 | 100292 | | |
| 100291 | Self-Sufficiency Supervisor | 1 | 13 | \$ 50,243 | \$ 81,924 | 100291 | | |
| 800800 | Senior Accountant I (Finance only) | 1 | 12 | \$ 46,583 | \$ 75,967 | 800800 | | |
| 800801 | Senior Accountant II (Finance only) | 1 | 13 | \$ 50,243 | \$ 81,924 | 800801 | | |
| 800802 | Senior Accountant III (Finance only) | 1 | 14 | \$ 54,652 | \$ 90,395 | 800802 | | |
| 800803 | Senior Accountant IV (Finance only) | 1 | 16 | \$ 63,193 | \$ 103,030 | 800803 | | |
| 800804 | Senior Accountant V (Finance only) | 1 | 18 | \$ 72,173 | \$ 117,688 | 800804 | | |
| 101180 | Senior Accounting Manager (Finance only) | 1 | 19 | \$ 76,620 | \$ 124,607 | 101180 | | |
| 200412 | Services & Support Supervisor | 1 | 16 | \$ 63,193 | \$ 103,030 | 200412 | | |

Attachment: Exhibit D - Alpha Class List (Compensation Plan - FY'23)

Alphabetical Classification Listing
Effective July 1, 2022

5.2.d

| Job Code | Classification Title | Plan | Grade | Minimum | Maximum | Job Code | Group | Unclassified |
|----------|---|------|-------|-----------|------------|----------|-------|--------------|
| SC0021 | Sheriff | SHC | 18 | N/R | N/R | SC0021 | C | U |
| 800506 | Software Analyst | 1 | 13 | \$ 50,243 | \$ 81,924 | 800506 | | |
| 000144 | Special Assistant | 1 | 20 | \$ 81,443 | \$ 132,805 | 000144 | E | U |
| SC0027 | Staff Accountant | SHC | 10 | \$ 40,974 | \$ 65,134 | SC0027 | C | U |
| 500700 | Staff Technician I | 1 | 8 | \$ 38,190 | \$ 62,250 | 500700 | | |
| 500701 | Staff Technician II | 1 | 9 | \$ 38,440 | \$ 62,657 | 500701 | | |
| 100427 | Stage Crew Chief | 1 | 11 | \$ 42,870 | \$ 69,955 | 100427 | | |
| 800401 | Stage Production Manager | 1 | 12 | \$ 46,583 | \$ 75,967 | 800401 | | |
| 500771 | Stenographic Reporter | 1 | 10 | \$ 38,690 | \$ 63,065 | 500771 | | |
| 600883 | Storekeeper I | 1 | 5 | \$ 37,440 | \$ 61,027 | 600883 | | |
| 600884 | Storekeeper II | 1 | 6 | \$ 37,690 | \$ 61,435 | 600884 | | |
| 600885 | Storekeeper III | 1 | 8 | \$ 38,190 | \$ 62,250 | 600885 | | |
| 800513 | Storm Water Assistant Superintendent | 1 | 14 | \$ 54,652 | \$ 90,395 | 800513 | | |
| 000125 | Storm Water Engineer | 1 | 19 | \$ 76,620 | \$ 124,607 | 000125 | S | U |
| 000031 | Storm Water Operations Manager | 1 | 15 | \$ 59,164 | \$ 96,734 | 000031 | | |
| 700976 | Street Maintenance Supervisor | 1 | 10 | \$ 38,690 | \$ 63,065 | 700976 | | |
| 000138 | Superintendent of the Virginia Zoological Park | 1 | 20 | \$ 81,443 | \$ 132,805 | 000138 | S | U |
| 000136 | Superintendent of Traffic Operations | 1 | 16 | \$ 63,193 | \$ 103,030 | 000136 | | |
| 000134 | Superintendent of Waste Management | 1 | 19 | \$ 76,620 | \$ 124,607 | 000134 | S | U |
| CR0004 | Supervising Deputy - COR | COR | 4 | \$ 58,623 | \$ 93,720 | CR0004 | C | U |
| TR0001 | Supervising Deputy - TR | TRO | 4 | \$ 58,623 | \$ 93,720 | TR0001 | C | U |
| CC0005 | Supervising Deputy Clerk - CC | CCC | 6 | \$ 58,623 | \$ 93,720 | CC0005 | C | U |
| 600890 | Supervising Operating Engineer | 1 | 12 | \$ 46,583 | \$ 75,967 | 600890 | | |
| 800022 | Support Technician | 1 | 5 | \$ 37,440 | \$ 61,027 | 800022 | | |
| 200544 | Survey Party Chief | 1 | 10 | \$ 38,690 | \$ 63,065 | 200544 | | |
| 200549 | Systems Programmer | 1 | 16 | \$ 63,193 | \$ 103,030 | 200549 | | |
| 100499 | Technology Manager | 1 | 20 | \$ 81,443 | \$ 132,805 | 100499 | S | U |
| 100430 | Therapeutic Recreation Specialist | 1 | 10 | \$ 38,690 | \$ 63,065 | 100430 | | |
| H00003 | Ticket Sales Supervisor | 2 | H3 | \$ 16.25 | \$ 42.50 | H00003 | | |
| H00010 | Ticket Seller | 2 | H1 | \$ 15.00 | \$ 24.00 | H00010 | | |
| 500798 | Total Absence Management Analyst (HR only) | 1 | 13 | \$ 50,243 | \$ 81,924 | 500798 | | |
| 500799 | Total Absence Management Manager (HR only) | 1 | 17 | \$ 67,512 | \$ 110,179 | 500799 | | U |
| 500800 | Total Absence Management Specialist (HR only) | 1 | 11 | \$ 42,870 | \$ 69,955 | 500800 | | |
| H00006 | Tour/Information Assistant | 2 | H1 | \$ 15.00 | \$ 24.00 | H00006 | | |
| 800510 | Towing Operations Manager | 1 | 15 | \$ 59,164 | \$ 96,734 | 800510 | S | U |
| 100392 | Traffic Engineer, Senior | 1 | 15 | \$ 59,164 | \$ 96,734 | 100392 | | |
| 100389 | Traffic Engineering Assistant | 1 | 14 | \$ 54,652 | \$ 90,395 | 100389 | | |
| 800981 | Traffic Maintenance Technician I | 1 | 7 | \$ 37,940 | \$ 61,842 | 800981 | | |
| 700981 | Traffic Maintenance Technician II | 1 | 8 | \$ 38,190 | \$ 62,250 | 700981 | | |
| 700983 | Traffic Maintenance Technician III | 1 | 9 | \$ 38,440 | \$ 62,657 | 700983 | | |
| 700982 | Traffic Sign Fabricator I | 1 | 7 | \$ 37,940 | \$ 61,842 | 700982 | | |
| 700975 | Traffic Sign Fabricator II | 1 | 8 | \$ 38,190 | \$ 62,250 | 700975 | | |
| 800012 | Traffic Signal Technician I | 1 | 9 | \$ 38,440 | \$ 62,657 | 800012 | | |
| 800013 | Traffic Signal Technician II | 1 | 11 | \$ 42,870 | \$ 69,955 | 800013 | | |
| 800016 | Traffic Signal Technician III | 1 | 12 | \$ 46,583 | \$ 75,967 | 800016 | | |
| 800014 | Traffic Signal Technician IV | 1 | 13 | \$ 50,243 | \$ 81,924 | 800014 | | |
| 900007 | Traffic Systems Engineering Technician | 1 | 11 | \$ 42,870 | \$ 69,955 | 900007 | | |
| 100516 | Training Specialist | 1 | 11 | \$ 42,870 | \$ 69,955 | 100516 | | |
| 100391 | Transportation Engineer, Senior | 1 | 15 | \$ 59,164 | \$ 96,734 | 100391 | | |
| 100413 | Transportation Strategic Planner | 1 | 19 | \$ 76,620 | \$ 124,607 | 100413 | S | U |
| 700974 | Tree Trimmer I | 1 | 8 | \$ 38,190 | \$ 62,250 | 700974 | | |
| 700984 | Tree Trimmer II | 1 | 10 | \$ 38,690 | \$ 63,065 | 700984 | | |
| 101352 | Utilities Instrumentation and Controls Technician | 1 | 15 | \$ 59,164 | \$ 96,734 | 101352 | | |
| 800035 | Utility Construction Inspector | 1 | 10 | \$ 38,690 | \$ 63,065 | 800035 | | |
| 600892 | Utility Maintenance Mechanic I | 1 | 7 | \$ 37,940 | \$ 61,842 | 600892 | | |
| 600893 | Utility Maintenance Mechanic II | 1 | 9 | \$ 38,440 | \$ 62,657 | 600893 | | |
| 600894 | Utility Maintenance Mechanic III | 1 | 10 | \$ 38,690 | \$ 63,065 | 600894 | | |
| 700986 | Utility Maintenance Supervisor | 1 | 11 | \$ 42,870 | \$ 69,955 | 700986 | | |
| 700987 | Utility Maintenance Supervisor, Senior | 1 | 13 | \$ 50,243 | \$ 81,924 | 700987 | | |

Attachment: Exhibit D - Alpha Class List (Compensation Plan - FY'23)

Alphabetical Classification Listing
Effective July 1, 2022

5.2.d

| Job Code | Classification Title | Plan | Grade | Minimum | Maximum | Job Code | Group | Unclassified |
|----------|---|------|-------|-----------|------------|----------|-------|--------------|
| 100332 | Utility Operations Manager | 1 | 19 | \$ 76,620 | \$ 124,607 | 100332 | S | U |
| 100394 | Utility Planner | 1 | 11 | \$ 42,870 | \$ 69,955 | 100394 | | |
| 700996 | Veterinarian | 1 | 14 | \$ 54,652 | \$ 90,395 | 700996 | | |
| 700995 | Veterinary Technician | 1 | 7 | \$ 37,940 | \$ 61,842 | 700995 | | |
| CA0001 | Victim / Witness Program Advocate | CWA | 1 | \$ 37,440 | \$ 59,904 | CA0001 | C | U |
| CA0002 | Victim / Witness Program Assistant Director | CWA | 2 | \$ 38,440 | \$ 61,504 | CA0002 | C | U |
| CA0018 | Victim / Witness Program Coordinator | CWA | 4 | \$ 40,440 | \$ 64,704 | CA0018 | C | U |
| CA0003 | Victim / Witness Program Director | CWA | 6 | \$ 42,559 | \$ 68,033 | CA0003 | C | U |
| 800029 | Visitor Services Assistant | 1 | 5 | \$ 37,440 | \$ 61,027 | 800029 | | |
| 800036 | Visitor Services Coordinator | 1 | 8 | \$ 38,190 | \$ 62,250 | 800036 | | |
| 100246 | Visitor Services Specialist | 1 | 10 | \$ 38,690 | \$ 63,065 | 100246 | | |
| 600827 | Waste Management Automotive Mechanic | 1 | 10 | \$ 38,690 | \$ 63,065 | 600827 | | |
| 100397 | Water Chemist | 1 | 11 | \$ 42,870 | \$ 69,955 | 100397 | | |
| 100398 | Water Chemist, Senior | 1 | 12 | \$ 46,583 | \$ 75,967 | 100398 | | |
| 100399 | Water Production Manager | 1 | 19 | \$ 76,620 | \$ 124,607 | 100399 | S | U |
| 100333 | Water Quality Manager | 1 | 18 | \$ 72,173 | \$ 117,688 | 100333 | S | U |
| 200543 | Water Treatment Supervisor | 1 | 16 | \$ 63,193 | \$ 103,030 | 200543 | | |
| 200565 | Waterworks Operator I | 1 | 9 | \$ 38,440 | \$ 62,657 | 200565 | | |
| 200566 | Waterworks Operator II | 1 | 10 | \$ 38,690 | \$ 63,065 | 200566 | | |
| 200567 | Waterworks Operator III | 1 | 11 | \$ 42,870 | \$ 69,955 | 200567 | | |
| 200568 | Waterworks Operator IV | 1 | 12 | \$ 46,583 | \$ 75,967 | 200568 | | |
| 600897 | Welder | 1 | 10 | \$ 38,690 | \$ 63,065 | 600897 | | |
| SC0041 | Work Release Van Driver | SHC | 6 | \$ 38,440 | \$ 61,504 | SC0041 | | U |
| 100237 | Youth Detention Specialist I | 1 | 9 | \$ 38,440 | \$ 62,657 | 100237 | | |
| 800050 | Youth Detention Specialist II | 1 | 10 | \$ 38,690 | \$ 63,065 | 800050 | | |
| 800051 | Youth Detention Specialist III | 1 | 11 | \$ 42,870 | \$ 69,955 | 800051 | | |
| H00005 | Youth Services Worker | 2 | H1 | \$ 15.00 | \$ 24.00 | H00005 | | |
| 200459 | Zoning Enforcement Team Leader | 1 | 14 | \$ 54,652 | \$ 90,395 | 200459 | | |

Attachment: Exhibit D - Alpha Class List (Compensation Plan - FY'23)

FY 2023 Salary Ranges
Effective July 1, 2022 - June 30, 2023

| Plan 1 | | | | | | |
|---------------|----------------|--------------------|-----------------|--------------------|----------------|--------------------|
| Grade | Minimum | | Midpoint | | Maximum | |
| | Salary | Hourly Rate | Salary | Hourly Rate | Salary | Hourly Rate |
| 1 | \$37,440 | \$18.00 | \$49,234 | \$23.67 | \$61,027 | \$29.34 |
| 2 | \$37,440 | \$18.00 | \$49,234 | \$23.67 | \$61,027 | \$29.34 |
| 3 | \$37,440 | \$18.00 | \$49,234 | \$23.67 | \$61,027 | \$29.34 |
| 4 | \$37,440 | \$18.00 | \$49,234 | \$23.67 | \$61,027 | \$29.34 |
| 5 | \$37,440 | \$18.00 | \$49,234 | \$23.67 | \$61,027 | \$29.34 |
| 6 | \$37,690 | \$18.12 | \$49,562 | \$23.83 | \$61,435 | \$29.54 |
| 7 | \$37,940 | \$18.24 | \$49,891 | \$23.99 | \$61,842 | \$29.73 |
| 8 | \$38,190 | \$18.36 | \$50,220 | \$24.14 | \$62,250 | \$29.93 |
| 9 | \$38,440 | \$18.48 | \$50,549 | \$24.30 | \$62,657 | \$30.12 |
| 10 | \$38,690 | \$18.60 | \$50,877 | \$24.46 | \$63,065 | \$30.32 |
| 11 | \$42,870 | \$20.61 | \$56,412 | \$27.12 | \$69,955 | \$33.63 |
| 12 | \$46,583 | \$22.40 | \$61,275 | \$29.46 | \$75,967 | \$36.52 |
| 13 | \$50,243 | \$24.16 | \$66,083 | \$31.77 | \$81,924 | \$39.39 |
| 14 | \$54,652 | \$26.28 | \$72,523 | \$34.87 | \$90,395 | \$43.46 |
| 15 | \$59,164 | \$28.44 | \$77,949 | \$37.48 | \$96,734 | \$46.51 |
| 16 | \$63,193 | \$30.38 | \$83,112 | \$39.96 | \$103,030 | \$49.53 |
| 17 | \$67,512 | \$32.46 | \$88,845 | \$42.71 | \$110,179 | \$52.97 |
| 18 | \$72,173 | \$34.70 | \$94,931 | \$45.64 | \$117,688 | \$56.58 |
| 19 | \$76,620 | \$36.84 | \$100,614 | \$48.37 | \$124,607 | \$59.91 |
| 20 | \$81,443 | \$39.16 | \$107,124 | \$51.50 | \$132,805 | \$63.85 |
| 21 | \$85,059 | \$40.89 | \$113,304 | \$54.47 | \$141,549 | \$68.05 |
| 22 | \$89,372 | \$42.97 | \$119,833 | \$57.61 | \$150,294 | \$72.26 |
| 23 | \$94,232 | \$45.30 | \$127,182 | \$61.14 | \$160,131 | \$76.99 |
| 24 | \$99,446 | \$47.81 | \$134,980 | \$64.89 | \$170,515 | \$81.98 |
| 25 | \$107,381 | \$51.63 | \$144,413 | \$69.43 | \$181,445 | \$87.23 |
| 26 | \$118,145 | \$56.80 | \$161,666 | \$77.72 | \$205,186 | \$98.65 |
| 27 | \$129,933 | \$62.47 | \$176,654 | \$84.93 | \$223,375 | \$107.39 |
| 28 | \$147,882 | \$71.10 | \$194,176 | \$93.35 | \$240,470 | \$115.61 |
| 29 | N/R | N/R | N/R | N/R | N/R | N/R |
| Plan 2 | | | | | | |
| Grade | Minimum | | Midpoint | | Maximum | |
| H1 | \$15.00 | | \$19.50 | | \$24.00 | |
| H2 | \$15.75 | | \$22.50 | | \$29.25 | |
| H3 | \$16.25 | | \$29.38 | | \$42.50 | |
| H4 | \$17.00 | | \$32.25 | | \$47.50 | |
| H5 | \$29.00 | | \$50.63 | | \$72.25 | |
| H6 | \$49.50 | | \$86.63 | | \$123.75 | |

Attachment: Exhibit E - Salary Ranges Plan 1 & 2 (Compensation Plan - FY'23)

| Public Safety Pay Schedule (40 hours) - Plan 5 | | | | | | | | | | | | | |
|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|-----------|----------|
| GRADE | STEP | | | | | | | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 1 | \$43,260 | | | | | | | | | | | | |
| Hourly | \$20.798 | | | | | | | | | | | | |
| 2 | \$44,817 | \$45,915 | \$47,057 | \$48,234 | \$50,646 | \$51,912 | \$54,508 | \$55,870 | \$58,664 | \$60,130 | \$63,137 | \$64,715 | \$67,951 |
| Hourly | \$21.546 | \$22.074 | \$22.624 | \$23.189 | \$24.349 | \$24.958 | \$26.206 | \$26.861 | \$28.204 | \$28.909 | \$30.354 | \$31.113 | \$32.669 |
| 3 | \$47,073 | \$48,250 | \$49,456 | \$50,693 | \$53,227 | \$54,558 | \$57,286 | \$58,718 | \$61,654 | \$63,195 | \$66,355 | \$68,014 | \$71,415 |
| Hourly | \$22.631 | \$23.197 | \$23.777 | \$24.372 | \$25.590 | \$26.230 | \$27.541 | \$28.230 | \$29.641 | \$30.382 | \$31.902 | \$32.699 | \$34.334 |
| 4 | \$52,105 | \$53,383 | \$54,711 | \$56,079 | \$58,882 | \$60,354 | \$63,373 | \$64,957 | \$68,205 | \$69,909 | \$73,406 | \$75,240 | \$79,002 |
| Hourly | \$25.051 | \$25.665 | \$26.303 | \$26.961 | \$28.309 | \$29.016 | \$30.468 | \$31.229 | \$32.791 | \$33.610 | \$35.291 | \$36.173 | \$37.982 |
| 5 | \$56,377 | \$57,759 | \$60,640 | \$62,156 | \$63,710 | \$66,895 | \$68,567 | \$71,995 | \$73,796 | \$77,485 | \$79,422 | \$83,393 | \$85,478 |
| Hourly | \$27.104 | \$27.769 | \$29.154 | \$29.883 | \$30.630 | \$32.161 | \$32.965 | \$34.613 | \$35.479 | \$37.252 | \$38.184 | \$40.093 | \$41.095 |
| 6 | \$57,591 | \$59,003 | \$61,946 | \$63,494 | \$65,081 | \$68,336 | \$70,044 | \$73,546 | \$75,385 | \$79,154 | \$81,133 | \$85,190 | \$87,319 |
| Hourly | \$27.688 | \$28.367 | \$29.782 | \$30.526 | \$31.289 | \$32.854 | \$33.675 | \$35.359 | \$36.243 | \$38.055 | \$39.006 | \$40.957 | \$41.981 |
| 7 | \$67,674 | \$69,332 | \$72,790 | \$74,611 | \$78,341 | \$80,299 | \$84,314 | \$86,422 | \$90,743 | \$93,011 | \$97,663 | \$100,104 | |
| Hourly | \$32.535 | \$33.332 | \$34.995 | \$35.870 | \$37.664 | \$38.605 | \$40.535 | \$41.549 | \$43.627 | \$44.717 | \$46.953 | \$48.127 | |
| 8 | \$83,085 | \$85,122 | \$89,368 | \$91,602 | \$96,182 | \$98,586 | \$101,051 | \$106,104 | \$108,756 | \$114,194 | | | |
| Hourly | \$39.945 | \$40.924 | \$42.965 | \$44.039 | \$46.241 | \$47.397 | \$48.582 | \$51.011 | \$52.287 | \$54.901 | | | |
| 9 | \$93,487 | \$95,778 | \$100,556 | \$103,069 | \$105,645 | \$110,928 | \$113,701 | \$119,387 | \$122,371 | \$128,490 | | | |
| Hourly | \$44.946 | \$46.047 | \$48.344 | \$49.552 | \$50.791 | \$53.331 | \$54.664 | \$57.397 | \$58.832 | \$61.774 | | | |
| 10 | \$111,487 | \$114,219 | \$119,917 | \$122,915 | \$125,987 | \$129,138 | \$135,594 | \$138,984 | | | | | |
| Hourly | \$53.600 | \$54.913 | \$57.652 | \$59.094 | \$60.571 | \$62.085 | \$65.189 | \$66.819 | | | | | |
| 11 | \$113,071 | \$115,843 | \$121,620 | \$124,660 | \$127,777 | \$130,972 | \$137,520 | \$140,958 | | | | | |
| Hourly | \$54.361 | \$55.694 | \$58.471 | \$59.933 | \$61.431 | \$62.967 | \$66.116 | \$67.768 | | | | | |

| Public Safety Pay Schedule (52 hours) - Plan 5 | | | | | | | | | | | | | |
|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|-----------|----------|
| GRADE | STEP | | | | | | | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 1 | \$43,260 | | | | | | | | | | | | |
| Hourly | \$15.999 | | | | | | | | | | | | |
| 2 | \$44,817 | \$45,915 | \$47,057 | \$48,234 | \$50,646 | \$51,912 | \$54,508 | \$55,870 | \$58,664 | \$60,130 | \$63,137 | \$64,715 | \$67,951 |
| Hourly | \$16.574 | \$16.980 | \$17.403 | \$17.838 | \$18.730 | \$19.198 | \$20.158 | \$20.662 | \$21.695 | \$22.238 | \$23.349 | \$23.933 | \$25.130 |
| 3 | \$47,073 | \$48,250 | \$49,456 | \$50,693 | \$53,227 | \$54,558 | \$57,286 | \$58,718 | \$61,654 | \$63,195 | \$66,355 | \$68,014 | \$71,415 |
| Hourly | \$17.409 | \$17.844 | \$18.290 | \$18.747 | \$19.685 | \$20.177 | \$21.186 | \$21.715 | \$22.801 | \$23.371 | \$24.540 | \$25.153 | \$26.411 |
| 4 | \$52,105 | \$53,383 | \$54,711 | \$56,079 | \$58,882 | \$60,354 | \$63,373 | \$64,957 | \$68,205 | \$69,909 | \$73,406 | \$75,240 | \$79,002 |
| Hourly | \$19.270 | \$19.742 | \$20.233 | \$20.739 | \$21.776 | \$22.320 | \$23.437 | \$24.023 | \$25.224 | \$25.854 | \$27.147 | \$27.825 | \$29.217 |
| 5 | \$56,377 | \$57,759 | \$60,640 | \$62,156 | \$63,710 | \$66,895 | \$68,567 | \$71,995 | \$73,796 | \$77,485 | \$79,422 | \$83,393 | \$85,478 |
| Hourly | \$20.850 | \$21.361 | \$22.426 | \$22.987 | \$23.561 | \$24.739 | \$25.358 | \$26.626 | \$27.291 | \$28.656 | \$29.372 | \$30.841 | \$31.612 |
| 6 | \$57,591 | \$59,003 | \$61,946 | \$63,494 | \$65,081 | \$68,336 | \$70,044 | \$73,546 | \$75,385 | \$79,154 | \$81,133 | \$85,190 | \$87,319 |
| Hourly | \$21.299 | \$21.821 | \$22.909 | \$23.481 | \$24.069 | \$25.272 | \$25.904 | \$27.199 | \$27.879 | \$29.273 | \$30.005 | \$31.505 | \$32.293 |
| 7 | \$67,674 | \$69,332 | \$72,790 | \$74,611 | \$78,341 | \$80,299 | \$84,314 | \$86,422 | \$90,743 | \$93,011 | \$97,663 | \$100,104 | |
| Hourly | \$25.027 | \$25.640 | \$26.920 | \$27.593 | \$28.972 | \$29.696 | \$31.181 | \$31.961 | \$33.559 | \$34.398 | \$36.118 | \$37.021 | |
| 8 | \$83,085 | \$85,122 | \$89,368 | \$91,602 | \$96,182 | \$98,586 | \$101,051 | \$106,104 | \$108,756 | \$114,194 | | | |
| Hourly | \$30.727 | \$31.480 | \$33.050 | \$33.876 | \$35.570 | \$36.459 | \$37.371 | \$39.240 | \$40.221 | \$42.232 | | | |
| 9 | \$93,487 | \$95,778 | \$100,556 | \$103,069 | \$105,645 | \$110,928 | \$113,701 | \$119,387 | \$122,371 | \$128,490 | | | |
| Hourly | \$34.573 | \$35.421 | \$37.188 | \$38.117 | \$39.070 | \$41.024 | \$42.049 | \$44.152 | \$45.256 | \$47.519 | | | |
| 10 | \$111,487 | \$114,219 | \$119,917 | \$122,915 | \$125,987 | \$129,138 | \$135,594 | \$138,984 | | | | | |
| Hourly | \$41.230 | \$42.241 | \$44.348 | \$45.457 | \$46.593 | \$47.758 | \$50.146 | \$51.399 | | | | | |
| 11 | \$113,071 | \$115,843 | \$121,620 | \$124,660 | \$127,777 | \$130,972 | \$137,520 | \$140,958 | | | | | |
| Hourly | \$41.816 | \$42.841 | \$44.978 | \$46.102 | \$47.255 | \$48.436 | \$50.858 | \$52.130 | | | | | |